

NATIONAL SURVEY OF COUNSELING CENTER DIRECTORS 2001

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INTERNATIONAL ASSOCIATION OF COUNSELING SERVICES, INC.

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SERIES NUMBER 8 K

**International Association of Counseling Services, Inc.
An Accrediting Association**

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IACS MONOGRAPH SERIES

The publisher of this monograph is the International Association of Counseling Services (IACS).

As the accrediting agency for counseling centers in a wide variety of settings, the primary objective for the Association is the maintenance of quality service delivery. The basic purposes of the Association are to encourage and aid counseling centers and agencies to meet high professional standards, to inform the public about those that are competent and reliable, and to foster communication among the centers and agencies.

Titles in The Professional Series are selected to meet the needs of IACS members.

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OVERVIEW

The National Survey of Counseling Center Directors has been conducted since 1981 and includes data provided by the administrative heads of college and university counseling centers in the United States and Canada. It began as a project of the Urban Task Force of the Association of University College Counseling Center Directors, and is now a joint endeavor of AAUCD and the International Association of Counseling Services.

The survey attempts to stay abreast of current trends in counseling centers and to provide counseling center directors with ready access to the opinions and solutions of colleagues to problems and challenges in the field. The areas addressed cover a range of concerns including budget trends, current concerns, innovative programming, and a number of other administrative, ethical, and clinical issues.

Responses to certain items are coded, allowing opportunity for directors to contact colleges for further information on programs or initiatives that they have undertaken. A directory of all participants is provided to assist with these networking opportunities.

The 2001 survey includes data provided by directors from 274 counseling centers, representing institutions from 47 states, Washington D.C., and 4 provinces.

SURVEY ISSUES

| <u>Issues Addressed</u> | <u>Survey item number(s)</u> |
|--------------------------------|-------------------------------------|
| ADA | 46 |
| Alcohol-Social Marketing | 63 |
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SURVEY HIGHLIGHTS

- See appendix A for ethical dilemmas, B&C for salary data and D for innovative programs.
- 44.5% of responding directors are female. Only 30% were female in 1991 and 19% in 1982.
- 13.4% of centers charge students a fee for personal counseling. This figure was 3.5% in 1990 but rose to 17.2% by 1996. Since then there has been a gradual decline. (See items 1 & 2 for other fees)
- 19.7% of centers report charging fees for specialized testing programs, consultation to external groups, and workshops to earn income. (Items 4 & 5)
- 84.5% of centers had increases in their salary budget, but most were 3% or less. 93 centers (35.5%) report increases in their other costs budget, which is up 2.8% since 2000. (Item 6)
- 22.2% of centers gained new professional staff positions (up 10% since 1996) and 3.4% lost professional staff positions (down 12% since 1996). (Items 7 & 8)
- Only 13% of centers report being under pressure to become self-supporting. (Item 9)
- 50 centers (18.7%) had records subpoenaed in the past year, while 3 centers (1.1%) had suits brought against them. (Items 11-13)
- Types of paid benefits for center staff are reported. (Item 15)
- 3.0% of centers give a full-day off and 4.2% give a half-day off for private consultation. (Item 16)
- Students with severe psychological problems are a concern for 84% of centers; other major concerns include the growing demand for services with no increase in resources or fewer resources (62.7%), and the need to find better referral sources for students who need long-term help (59%). (Item 17)
- Administrative concerns include accountability pressure (44.2%), finding minority candidates (43.8%) and maintaining staff motivation (40.8%). (Item 18)
- 69.4% of new professional hires last year were women; 26.3% were minorities, (Items 19 & 20)
- The average ratio of FTE mental health professionals to students is 1 to 1,639 (1 to 1,517 in 1998). This ratio differs dramatically from small to large schools. (Item 21)
- The predominant actions taken to promote effective caseload management were: Using a brief treatment model (73.0%), seeing more students in therapy less than once a week (68.1%), and making more external referrals (44.0%). See item 22 for other examples.
- On average, directors see ten clients a week. (Range 0-30). 72 % of directors described their caseloads as manageable, and 5.3% of directors saw no clients. (Item 23)
- 50% of directors report that their theoretical orientation is eclectic/integrative, 17.6% are cognitive-behavioral and 10.3% are psychodynamic. (Item 24)
- 49% Of centers pre-assess before assigning clients. Strategies are listed. 82% of directors believe it is more time-efficient for counselors to do the intake on clients they will be seeing (Items 26-28)
- Most centers (90%) reserve the right to deny service to a student whose problems are beyond the center's typical treatment capabilities. About 55% of these have a written policy. (Item 29)
- 44% of centers have definite limits on client sessions allowed and an additional 38% encourage time-limited work. The average number of sessions per client is 5.2. (Items 32-33)

- 45% of centers have walk in hours. 35.7% report that most of these hours are filled. (Item 36)
- 47.6% of directors report staff have difficulty keeping up with case notes. Reasons and strategies are provided (Items 37-40)
- 61% of centers generate a DSM-IV type of diagnosis on at least some clients. (Item 41)
- 61.7% of centers have psychiatric services available on campus .On average 1.3 psychiatric consultation hours per week are provided per 1,000 enrolled students. (Items 42-44)
- 85% of directors report an increase in students with severe psychological problems over the past 5 years. 71.3% saw an increase in LD, 55% in self-injury cases and 49% in illicit drug use. (Item 45).
- 76% of centers provide on-call services for students in crisis. Methods and compensation are discussed. (Items 47-51)
- 60 % of centers saw obsessive pursuit cases this past year (337 cases in all, down from 407 case the previous year). 50 persons were injured and 5 persons were killed. (Items 53-55)
- 227 centers (89%) hospitalized a student for psychological reasons. 1,135 students in all were hospitalized. The mean number per school was 5.(Item 56)
- 30% of schools had a student suicide last year (80 students in all compared to 122 in 2000) 10% of centers had a client suicide (26 cases in all which is similar to last year) (Items 57-58).
- 24.2% of centers gave Tarasoff type warnings in the past year (105 warnings in all). (Item59)
- 24% of centers report HIV positive clients but only 9% of these thought that the clients posed a risk to a third party. 63% of directors are in favor of legislation that would permit psychotherapists to warn HIV partners in limited circumstances (Items 60-62)
- 77% of directors support the establishment of a professional standard that would not permit counselors to release client records to anyone other than a treating professional. (Item 67)
- 12 states and 32 Canadian provinces have established laws making it mandatory for counselors to inform a state agency if a client reports having had sex with a previous therapist. 41.4% of directors are opposed to such legislation (up from the 32% who opposed it in 1994). 36.4% of directors are ambivalent about this and 22.2% are in favor of the legislation. (Items 69-70)
- See items 71-73 for comparison of directors and vice presidents on various counseling center issues.
- 90% of directors are on a director's listserv; 71% have sought assistance on the listserv and 91% of report that they have benefited from the postings of other directors. (Items 74-76)
- See items 77-78 for director's highest degrees and professional specialization
- 89.3% of directors are extremely or quite happy with their jobs. (Item 79)
- See item 80 for information on what happened to previous counseling center directors.

2001 DIRECTOR'S SURVEY SUMMARY DATA

Raw data reported outside brackets (frequencies inside)

NOTE ON INTERPRETING THIS SUMMARY: There is missing data for nearly every question in this year's survey, most Directors skip a question or two. The result is that percentages may not add up to 100 for some questions. Please assume that the differences indicate missing data, or "no response" to a question. Numbers correspond to questions on survey, those that have been omitted are highlighted in comments. Thank you!

DEMOGRAPHIC INFORMATION

Director's Gender

| | | |
|--------|-----|---------|
| Male | 151 | (55.5%) |
| Female | 121 | (44.5%) |

Director's Racial/Ethnic Identification

| | | |
|-------------------|-----|---------|
| African American | 16 | (6.0%) |
| Asian American | 1 | (0.4%) |
| Hispanic American | 8 | (2.9%) |
| Native American | 1 | (0.4%) |
| White/Caucasian | 240 | (87.6%) |
| Other | 2 | (0.7%) |
| No response | 6 | (2.2%) |

| | <u>Under 2,500</u> | | <u>2,500 - 7,500</u> | | <u>SCHOOL SIZE</u> <u>7,500 - 15,000</u> | | <u>Over 15,000</u> | | <u>TOTAL</u> | <u>COMMENTS</u> |
|---|---|---------|----------------------|---------|---|---------|--------------------|---------|--------------|------------------------------|
| | n = 45 | | n = 83 | | n = 55 | | n = 91 | | n = 274 | |
| 1. Centers that charge fees for the following services: | Annual income generated: Average value, range) | | | | | | | | | |
| a) Personal counseling to students | 2 | (4.4%) | 3 | (3.7%) | 7 | (13%) | 24 | (27.3%) | 36 | (13.4%) (\$33,000, 2-113K) |
| b) Career counseling to students | 1 | (2.3%) | 0 | (0.0%) | 3 | (5.6%) | 15 | (17.0%) | 19 | (7.1%) (\$4756, 500.00-2K) |
| c) Career testing to students | 1 | (2.3%) | 11 | (13.4%) | 13 | (24.1%) | 35 | (38.9%) | 60 | (22.2%) (\$3967, 100.00- 5K) |
| d) Personality testing to students | 2 | (4.4%) | 5 | (6.1%) | 11 | (20.4%) | 27 | (30.7%) | 45 | (16.7%) (\$780, 50.00-3K) |
| e) Structured groups | 1 | (2.2%) | 1 | (1.2%) | 6 | (11.1%) | 17 | (19.5%) | 25 | (9.3%) (\$3560, 500.00-12K) |
| f) Psychological testing and assessment | 3 | (6.7%) | 7 | (8.5%) | 11 | (20.4%) | 24 | (26.7%) | 45 | (16.6%) (\$2451, 50.00-11K) |
| g) Teaching (Salary comes back to Center) | 1 | (2.3%) | 1 | (1.3%) | 4 | (7.4%) | 20 | (22.7%) | 26 | (9.8%) (\$7807, 400.00-28K) |
| h) Consultation | 3 | (6.7%) | 1 | (1.2%) | 5 | (9.3%) | 13 | (14.8%) | 22 | (8.2%) (\$3334, 1-8K) |
| i) Workshops | 3 | (6.7%) | 2 | (2.5%) | 6 | (11.1%) | 17 | (19.5%) | 28 | (10.5%) (\$7733, 100.00-23K) |
| 2. Centers that charge fees for the following community services: | | | | | | | | | | |
| a) Personal counseling | 1 | (2.2%) | 3 | (3.7%) | 1 | (1.9%) | 2 | (2.3%) | 7 | (2.6%) (\$42,625, 1-140K) |
| b) Career counseling | 1 | (2.2%) | 4 | (5.0%) | 4 | (7.5%) | 14 | (15.7%) | 23 | (8.6%) (\$2362, 99.00-14K) |
| c) Career testing | 1 | (2.3%) | 9 | (11.1%) | 8 | (15.1%) | 18 | (20.5%) | 36 | (13.5%) (\$4277, 99.00-40K) |
| d) Personality testing to students | 8 | (18.2%) | 3 | (3.7%) | 3 | (5.6%) | 5 | (5.8%) | 11 | (4.2%) (\$400, 200.00-1K) |
| e) Structured groups | 10 | (22.2%) | 1 | (1.2%) | 1 | (1.9%) | 2 | (2.3%) | 4 | (1.5%) (\$4000, 4k-4k) |
| f) Psychological testing and assessment | 1 | (2.2%) | 1 | (1.2%) | 2 | (3.7%) | 7 | (8.0%) | 11 | (4.1%) (\$ 860.00, 200-2K) |
| g) EAP services | 9 | (20.0%) | 11 | (13.6%) | 6 | (11.3%) | 2 | (2.3%) | 2 | (.8%) (na) |
| h) Workshops | 3 | (6.7%) | 4 | (5.0%) | 1 | (1.9%) | 9 | (10.2%) | 17 | (6.4%) (\$4579, 3.00-30K) |
| i) Other | 9 | (45.0%) | 2 | (4.9%) | 2 | (8.0%) | 6 | (11.1%) | 10 | (7.1%) (\$24,925, 3.00-100K) |

| | <u>Under 2,500</u> (n =45) | <u>2,500 - 7,500</u> (n =83) | <u>7,500 - 15,000</u> (n = 55) | <u>Over 15,000</u> (n =91) | <u>TOTAL</u> (n=274) | <u>COMMENTS</u> |
|---|-------------------------------|---------------------------------|-----------------------------------|-------------------------------|-------------------------|------------------------|
| 3. Centers fully or partially supported by a mandatory fee: | 17 (37.8%) | 25 (30.9%) | 24 (45.3%) | 20 (22.2%) | 117 (43.5%) | |
| 4-5. Centers taking innovative action to earn income: | 1 (2.3%) | 10 (12.8%) | 10 (18.5%) | 31 (35.2%) | 52 (19.7%) | (\$21760,200.00-100K): |
| How earned income was used: | | | | | | Example: Consultation |
| a) Absorbed into general operating budget. | 0 (0.0%) | 12 (63.2%) | 11 (64.7%) | 33 (68.6%) | 56 (65.1%) | testing/evaluating for |
| b) Used to hire part time staff. | 0 (0.0%) | 0 (0.0%) | 3 (17.6%) | 5 (10.4%) | 8 (9.3%) | community, workshops, |
| c) Used to supplement travel budget. | 0 (0.0%) | 1 (5.3%) | 0 (0.0%) | 5 (10.4%) | 6 (7.0%) | health fairs, grants. |
| d) Other. | 2 (4.4%) | 6 (31.6%) | 3 (17.6%) | 5 (10.4%) | 16 (18.6%) | |
| 6. How Center budgets have fared in the past year: | | | | | | |
| Salaries: | | | | | | |
| a) Decreased | 2 (4.8%) | 1 (1.2%) | 1 (1.9%) | 2 (2.2%) | 6 (2.3%) | |
| b) Stayed the same | 5 (11.9%) | 9 (11.1%) | 10 (18.9%) | 11 (12.4%) | 35 (13.2%) | |
| c) Increased 1-3% | 29 (69.0%) | 55 (67.9%) | 27 (50.9%) | 45 (50.6%) | 156 (58.9%) | |
| d) Increased 4-6% | 4 (9.5%) | 14 (17.3%) | 14 (26.4%) | 24 (27.0%) | 56 (21.1%) | |
| e) Increased 7% or more | 2 (4.8%) | 2 (2.5%) | 1 (1.9%) | 7 (7.9%) | 12 (4.5%) | |
| Other Costs Budget: | | | | | | |
| a) Increased | 20 (46.5%) | 24 (30.8%) | 14 (26.4%) | 35 (39.8%) | 93 (35.5%) | |
| b) Remained the same | 21 (48.8%) | 49 (62.8%) | 34 (64.2%) | 46 (52.3%) | 150 (57.3%) | |
| c) Decreased | 2 (4.7%) | 5 (6.4%) | 5 (9.4%) | 7 (8.0%) | 19 (7.3%) | |
| 7. Centers that have gained new staff positions in the past year: | | | | | | Centers gaining |
| a) Professional | 6 (13.3%) | 14 (17.5%) | 12 (22.6%) | 27 (30.7%) | 59 (22.2%) | professional staff is |
| b) Clerical | 3 (6.7%) | 4 (5.0%) | 1 (1.9%) | 8 (9.1%) | 16 (6.0%) | up 1.1% since 2000 |
| c) Graduate Student Assistant or ½ time Intern | 4 (9.3%) | 11 (13.9%) | 4 (7.5%) | 11 (12.5%) | 30 (11.4%) | and up 9.8% since |
| d) Intern (full time) | 1 (2.4%) | 4 (5.1%) | 2 (3.8%) | 4 (4.5%) | 11 (4.2%) | 1996. |
| 8. Centers that have lost staff positions in the past year: | | | | | | Centers losing |
| a) Professional | 1 (2.2%) | 2 (2.5%) | 0 (0.0%) | 6 (6.9%) | 9 (3.4%) | professional staff |
| b) Clerical | 1 (2.2%) | 2 (2.5%) | 5 (9.4%) | 7 (8.0%) | 15 (5.7%) | is down 1.2% since |
| c) Graduate Student Assistant or ½ time Intern | 0 (0.0%) | 1 (1.3%) | 1 (1.9%) | 3 (3.4%) | 5 (1.9%) | 2000 and down |
| d) Intern (full time) | 0 (0.0%) | 2 (2.6%) | 0 (0.0%) | 0 (0.0%) | 2 (0.8%) | 8% since 1996. |
| 9. Centers under pressure to become self-supporting: | 2 (4.4%) | 5 (6.2%) | 9 (17.3%) | 19 (21.3%) | 35 (13.1%) | |
| 10. Campus status on the possibility that outsourcing/ privatization may occur in the Center: | | | | | | |
| a) Has already happened. | 3 (6.7%) | 1 (1.3%) | 0 (0.0%) | 1 (1.1%) | 5 (1.9%) | |
| b) Yes, it may occur. | 2 (4.4%) | 0 (0.0%) | 1 (1.9%) | 1 (1.1%) | 4 (1.5%) | |
| c) No, has not occurred. | 40 (88.9%) | 78 (98.7%) | 52 (98.1%) | 87 (97.8%) | 257 (96.6%) | |

| | <u>Under 2,500</u> (n =45) | | <u>2,500 - 7,500</u> (n =83) | | <u>7,500 - 15,000</u> (n = 55) | | <u>Over 15,000</u> (n =91) | | <u>TOTAL</u> (n=274) | | <u>COMMENTS</u> | 5 |
|---|--|---------|---------------------------------|---------|-----------------------------------|---------|-------------------------------|---------|---|---------|-------------------------|--------------------|
| 11. Centers that have had records subpoenaed in the past year: (Cases: divorce, civil litigation, disability) | 1 | (2.2%) | 16 | (19.5%) | 6 | (11.3%) | 27 | (30.7%) | 50 | (18.7%) | | |
| 13. Centers that have had suits brought against them in the past year: | 0 | (0.0%) | 1 | (1.3%) | 0 | (0.0%) | 2 | (2.2%) | 3 | (1.1%) | | |
| 2000-2001 Suits: (only one listed) complaint filed with office of civil rights claiming discrimination because of a disability. | | | | | | | | | | | | |
| 14. Centers that have experienced other legal or ethical dilemmas in the past year: | See Appendix A for examples of dilemmas. | | | | | | | | | | | |
| 15. Paid benefits available for Center staff and interns: (Total data only) | <u>Professional Dues</u> | | <u>Licensing Fee</u> | | <u>Malpractice Insurance</u> | | <u>Conference Expenses</u> | | <u>Conference Money available per person</u> (Average and range) | | | |
| a) Director | 106 | (42.4%) | 69 | (27.6%) | 91 | (36.4%) | 227 | (91.5%) | (\$1274 , 180.00- 5K) | | | |
| b) Training Director | 24 | (22.6%) | 15 | (14.2%) | 30 | (28.3%) | 99 | (93.4%) | (\$910, 150.00-3K) | | | |
| c) Assistant Director | 26 | (25.5%) | 21 | (20.6%) | 42 | (41.2%) | 90 | (89.1%) | (\$802, 100.00- 3K) | | | |
| d) Professional Staff | 60 | (26.5%) | 41 | (18.1%) | 73 | (32.3%) | 210 | (92.9%) | (\$707, 100.00-2 K) | | | |
| e) Pre-Doctoral Interns | 4 | (5.1%) | 2 | (2.5%) | 28 | (35.4%) | 65 | (82.3%) | (\$285, 50.00-1K) | | | |
| f) Post-Doctoral Interns | 4 | (9.5%) | 3 | (7.1%) | 18 | (42.9%) | 31 | (75.3%) | (\$352, 50.00-2K) | | | |
| 16. Centers that give time off each week for consultation: | | | | | | | | | | | | Other arrangements |
| a) Half day | 0 | (0.0%) | 5 | (6.5%) | 3 | (5.8%) | 3 | (3.3%) | 11 | (4.2%) | included: Time as | |
| a) Full day | 0 | (0.0%) | 0 | (0.0%) | 2 | (3.8%) | 6 | (6.7%) | 8 | (3.0%) | needed, 1-5 hours | |
| c) No time off | 38 | (84.4%) | 64 | (83.1%) | 41 | (78.8%) | 63 | (70.0%) | 206 | (78.3%) | per week. | |
| 17. Centers' present service provision concerns (Directors checked all that applied): | | | | | | | | | | | | |
| a) The number of students with severe psychological problems. | 38 | (86.4%) | 65 | (79.3%) | 46 | (85.2%) | 76 | (86.4%) | 225 | (84.0%) | Other concerns: | |
| b) An increase in sexual assault cases. | 4 | (9.1%) | 11 | (13.4%) | 4 | (7.4%) | 11 | (12.5%) | 30 | (11.2%) | Shortage of psychiatric | |
| c) An increase in crisis counseling. | 14 | (31.8%) | 27 | (32.9%) | 28 | (51.9%) | 50 | (56.8%) | 119 | (44.4%) | services, need for | |
| d) Waiting list problems. | 8 | (18.2%) | 11 | (13.4%) | 21 | (38.9%) | 42 | (47.7%) | 82 | (30.6%) | more technical | |
| e) Pressure on the Center to do more about drug and alcohol abuse on campus. | 17 | (38.6%) | 37 | (45.1%) | 26 | (48.1%) | 30 | (34.1%) | 110 | (41.0%) | support, pressure | |
| f) The need to find better referral sources for students who need long-term help. | 20 | (45.5%) | 44 | (53.3%) | 32 | (59.3%) | 62 | (70.5%) | 158 | (59.0%) | to reduce personal | |
| g) Referrals by outside agencies to your Center of clients needing long-term therapy. | 3 | (6.8%) | 16 | (19.5%) | 10 | (18.5%) | 21 | (23.9%) | 50 | (18.7%) | and increase career | |
| h) Responding to the needs of learning disabled students. | 19 | (43.2%) | 27 | (32.9%) | 12 | (22.2%) | 35 | (39.8%) | 93 | (34.7%) | counseling, demand | |
| i) A growing demand for services with no increase in resources or fewer resources. | 21 | (47.7%) | 49 | (59.8%) | 42 | (77.8%) | 56 | (63.6%) | 168 | (62.7%) | for more psychotropic | |
| j) Other critical issues to be faced in the next few years. | 11 | (25.0%) | 18 | (22.0%) | 13 | (24.1%) | 19 | (21.6%) | 61 | (22.8%) | medication. | |

| | <u>Under 2,500</u> (n =45) | <u>2,500 - 7,500</u> (n =83) | <u>7,500 - 15,000</u> (n = 55) | <u>Over 15,000</u> (n =91) | <u>TOTAL</u> (n=274) | <u>COMMENTS</u> |
|--|-------------------------------|---------------------------------|-----------------------------------|-------------------------------|--------------------------|---|
| 18. Centers' present administrative concerns: (Directors checked all that applied): | | | | | | |
| a) Increased paperwork. | 10 (27.0%) | 22 (31.0%) | 14 (26.9%) | 33 (41.3%) | 79 (32.9%) | Other concerns: |
| b) Emphasis on accountability data from higher administration. reasonable | 12 (32.4%) | 35 (49.3%) | 25 (48.1%) | 34 (42.5%) | 106 (44.2%) | Determining |
| c) Training demands of interns reduce clinical hours. | 3 (8.1%) | 12 (16.9%) | 13 (25.0%) | 25 (31.3%) | 53 (22.1%) | accommodations for |
| d) Maintaining staff motivation. | 13 (35.1%) | 24 (33.8%) | 22 (42.3%) | 39 (48.8%) | 98 (40.8%) | severe psychopathology; |
| e) Difficulty finding minority candidates to fill open positions. | 12 (32.4%) | 30 (42.3%) | 22 (42.3%) | 41 (51.3%) | 105 (43.8%) | determining equitable |
| f) Knowing what should/should not be included in case notes. | 11 (29.7%) | 14 (19.7%) | 4 (7.7%) | 17 (21.3%) | 46 (19.2%) | service expectations |
| g) Boundary issues with administration. | 17 (45.9%) | 17 (23.9%) | 15 (28.8%) | 11 (13.8%) | 60 (25.0%) | for admin. staff and for |
| h) Other | 7 (18.9%) | 19 (26.8%) | 12 (23.1%) | 17 (21.3%) | 55 (22.9%) | unionized faculty. |
| 19. Average salary for professional staff hired in the past year according to gender, minority status, and institutional size is available in Appendix B. | | | | | | |
| 20. Average salary paid to professional staff according to number of years in the position, according to institutional size, is available in Appendix C. | | | | | | |
| 21. Approximate ratio of FTE mental health professionals (includes all paid staff and interns at centers and other service units on campus except for services provided by students in departmental clinics) to FTE students: | 1 to 677 | 1 to 1,379 | 1 to 1,855 | 1 to 2,216 | 1 to 1,639 | The Range= varies from 1 -200 to 1-7077. |
| 22. Centers that have taken the following actions to effectively manage case loads: | | | | | | |
| a) Seeing more students in therapy less than once a week. | 25 (62.5%) | 56 (75.7%) | 40 (76.9%) | 63 (72.4%) | 184 (72.7%) | Other actions listed: |
| b) Reducing the number of students seen more than once a week. | 12 (30.0%) | 22 (29.7%) | 26 (50.0%) | 21 (23.9%) | 81 (31.9%) | Hired a triage specialist, utilized clinical |
| c) No longer have holding appointments for students. | 10 (25.0%) | 23 (31.1%) | 22 (42.3%) | 29 (33.0%) | 84 (33.1%) | review committees, |
| d) Using a waiting list "support" group | 0 (0.0%) | 0 (0.0%) | 4 (7.7%) | 7 (8.0%) | 11 (4.3%) | employed experienced |
| e) Assigning to groups directly from intake/assessment. | 1 (2.5%) | 4 (5.4%) | 10 (19.2%) | 26 (29.5%) | 41 (16.1%) | social work practicum |
| f) Using a telephone assessment/intake system. | 0 (0.0%) | 3 (4.1%) | 2 (3.8%) | 3 (3.4%) | 8 (3.1%) | students to man hot |
| g) Making more external referrals. | 12 (30.0%) | 26 (35.1%) | 21 (40.4%) | 45 (51.1%) | 104 (40.9%) | lines, work crisis |
| h) Using a brief treatment model. | 26 (65.0%) | 57 (77.0%) | 36 (69.2%) | 73 (83.0%) | 192 (75.6%) | intervention 24 hr/wk. |
| i) Reducing session length. | 6 (15.0%) | 8 (10.8%) | 3 (5.8%) | 7 (8.0%) | 24 (9.4%) | |
| j) Other | 5 (12.5%) | 8 (10.8%) | 3 (5.8%) | 10 (11.4%) | 26 (10.2%) | |
| 23. The average number of cases seen each week by Directors | Mean=12.5 Range-0-28 | Mean=11.5 Range-0-26 | Mean= 10.2 Range-4-30 | Mean=7.8 Range-0-23 | Mean=10.25 Range-0-30 | |
| Directors' descriptions of their caseloads: | | | | | | |
| a) Overwhelming (severely challenges ability to fulfill duties). | 5 (11.4%) | 5 (6.2%) | 1 (1.9%) | 6 (7.1%) | 17 (6.5%) | |
| b) Heavy (demanding but manageable). | 18 (40.9%) | 31 (38.3%) | 16 (30.8%) | 23 (27.1%) | 88 (33.6%) | |
| c) Moderate (seems in balance with my other duties). | 14 (31.8%) | 28 (34.6%) | 25 (48.1%) | 34 (40.0%) | 101 (38.5%) | |
| d) Light (easily scheduled and maintained). | 5 (11.4%) | 13 (16.0%) | 9 (17.3%) | 15 (17.6%) | 42 (16%) | |
| e) No clients are seen (time spent on administrative duties). | 2 (4.5%) | 4 (4.9%) | 1 (1.9%) | 7 (8.2%) | 14 (5.3%) | |
| 24. Center's primary theoretical orientation: | | | | | | |
| a) No specific orientation | 2 (4.4%) | 9 (11.0%) | 7 (13.0%) | 16 (17.6%) | 34 (12.5%) | Additional orientations: |

| | Under 2,500 (n=45) | 2,500 - 7,500 (n=83) | 7,500 - 15,000 (n=55) | Over 15,000 (n=91) | TOTAL (n=274) | COMMENTS | 7 |
|---|-----------------------|-------------------------|--------------------------|-----------------------|------------------|---|---|
| b) Psychodynamic | 4 (8.9%) | 5 (6.1%) | 6 (11.1%) | 13 (14.3%) | 28 (10.3%) | Humanistic, Family Systems, Relational, Brief-Solution Focused, and Feminist. | |
| c) Cognitive-behavioral | 8 (17.8%) | 24 (29.3%) | 5 (9.3%) | 11 (12.1%) | 48 (17.6%) | | |
| d) Developmental | 7 (15.6%) | 2 (2.4%) | 2 (3.7%) | 7 (7.7%) | 18 (6.6%) | | |
| e) Eclectic/Integrative | 22 (48.9%) | 38 (46.3%) | 33 (61.1%) | 42 (46.2%) | 135 (49.6%) | | |
| 25. Percentages of student body receiving counseling in Center: | | | | | | | |
| a) 5-10% | 10 (22.2%) | 50 (62.5%) | 42 (79.2%) | 64 (73.6%) | 166 (62.6%) | | |
| b) 11-15% | 17 (37.8%) | 20 (25.0%) | 10 (18.9%) | 13 (14.9%) | 60 (22.6%) | | |
| c) 16-20% | 9 (20.0%) | 7 (8.8%) | 0 (0.0%) | 2 (2.3%) | 18 (6.8%) | | |
| d) 21-25% | 5 (11.1%) | 1 (1.3%) | 1 (1.9%) | 4 (4.6%) | 11 (4.2%) | | |
| e) 26-30% | 1 (2.2%) | 2 (2.5%) | 0 (0.0%) | 3 (3.4%) | 6 (2.3%) | | |
| f) 31-35% | 2 (4.4%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 2 (0.8%) | | |
| g) 36-40% | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | | |
| h) Over 40% | 1 (2.2%) | 0 (0.0%) | 0 (0.0%) | 1 (1.1%) | 2 (.8%) | | |
| 26. Centers that use pre-assessment before assigning a client to a counselor: | 14 (34.1%) | 31 (39.2%) | 24 (45.3%) | 58 (69.0%) | 127 (49.4%) | Some Centers use pre-assessment services from Health Center or a combination of listed strategies. | |
| Types of pre-assessment: | | | | | | | |
| a) Use a telephone assessment/intake system. | 2 (14.3%) | 2 (6.7%) | 0 (0.0%) | 1 (1.7%) | 5 (4.0%) | | |
| b) Use a computerized assessment/intake system. | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 5 (8.6%) | 5 (4.0%) | | |
| c) Have one or more specialized triage counselors. | 0 (0.0%) | 3 (10.0%) | 0 (0.0%) | 7 (12.1%) | 10 (7.9%) | | |
| d) All counselors have intake assessment responsibilities. | 10 (71.4%) | 23 (76.7%) | 22 (91.7%) | 41 (70.7%) | 96 (76.2%) | | |
| e) Other | 2 (14.3%) | 2 (2.4%) | 2 (8.3%) | 4 (6.9%) | 10 (7.9%) | | |
| 27. Types of case assignment when an intake assessment is done by someone other than the assigned counselor: | | | | | | Other assignments made by: Intake staff, triage clinicians, case presentation meetings, regular staff meetings. | |
| a) Client is put on a list; assignments are made by office manager/secretary as an opening become available. | 1 (10.0%) | 6 (17.6%) | 6 (20.7%) | 5 (8.9%) | 18 (14.0%) | | |
| b) A case management team makes assignments. | 1 (10.0%) | 9 (26.5%) | 4 (13.8%) | 17 (30.4%) | 31 (24.0%) | | |
| c) Clinical coordinator makes assignments. | 0 (0.0%) | 1 (2.9%) | 2 (6.9%) | 12 (21.4%) | 15 (11.6%) | | |
| d) Director/Assistant Director makes assignments. | 5 (50.0%) | 11 (32.4%) | 4 (13.8%) | 3 (5.4%) | 23 (17.8%) | | |
| e) Other | 3 (30.0%) | 7 (20.6%) | 13 (44.8%) | 19 (33.9%) | 42 (32.6%) | | |
| 28. Directors who believe it is more time efficient for each counselor to do the intake on the clients they will be seeing: | 42 (97.7%) | 70 (86.4%) | 44 (88.0%) | 59 (67.0%) | 215 (82.1%) | | |
| 29. Centers that reserve right to deny service to a student whose problems are beyond center's treatment capabilities: | 34 (81.0%) | 75 (94.9%) | 47 (92.2%) | 77 (88.5%) | 233 (90.0%) | | |
| Those Centers who answered yes: | | | | | | | |
| a) Have a written policy statement to this effect. | 10 (31.3%) | 34 (47.2%) | 30 (66.7%) | 49 (65.3%) | 123 (54.9%) | | |
| b) The decision not to treat is made by: | | | | | | | |
| 1) Counselor alone. | 3 (9.4%) | 9 (12.7%) | 6 (14.3%) | 26 (37.7%) | 44 (20.6%) | | |
| 2) Counselor in consultation with clinical supervisor or director makes decision. | 29 (90.6%) | 62 (87.3%) | 36 (85.7%) | 43 (62.3%) | 170 (79.4%) | | |

| | <u>Under 2,500</u> (n =45) | <u>2,500 - 7,500</u> (n =83) | <u>7,500 - 15,000</u> (n = 55) | <u>Over 15,000</u> (n =91) | <u>TOTAL</u> (n=274) | <u>COMMENTS</u> |
|--|-------------------------------|---------------------------------|-----------------------------------|-------------------------------|-------------------------|---------------------|
| 30. How student appointments are scheduled: | | | | | | |
| a) A holding appointment is placed on the schedule for the student. | 21 (46.7%) | 17 (21.0%) | 20 (39.2%) | 27 (30.7%) | 85 (32.1%) | |
| b) Student is seen weekly but scheduled only one week in advance. | 11 (24.4%) | 32 (39.5%) | 16 (31.4%) | 33 (37.5%) | 92 (34.7%) | |
| c) No guarantee of weekly time slot. Student schedules appointment at the next mutually convenient time. | 13 (28.9%) | 32 (39.5%) | 15 (29.4%) | 28 (31.8%) | 88 (33.2%) | |
| 31. Typical amount of time scheduled for Center counseling appointments: | | | | | | |
| a) 30 minutes. | 0 (0.0%) | 1 (1.2%) | 0 (0.0%) | 0 (0.0%) | 1 (0.4%) | |
| b) 45 minutes. | 6 (13.3%) | 10 (12.0%) | 4 (7.5%) | 9 (10.1%) | 29 (10.7%) | |
| c) 50 minutes. | 27 (60.0%) | 52 (62.7%) | 38 (71.7%) | 54 (60.7%) | 171 (63.3%) | |
| d) 60 minutes. | 12 (26.7%) | 20 (24.1%) | 11 (20.8%) | 26 (29.2%) | 69 (25.6%) | |
| 32. Average number of sessions per client in the past year: (mean and range value) | (5.7, 3-13) | (5.2, 1-10) | (5.4, 2-14) | (4.8, 1-12) | (5.2, 1-14) | |
| 33. Center's policy on limiting the number of sessions per client: | | | | | | |
| a) Limit of 5 sessions or less. | 1 (2.3%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 1 (0.4%) | |
| b) Limit of 6 to 10 sessions. | 4 (9.3%) | 15 (18.3%) | 9 (17.0%) | 20 (22.7%) | 48 (18.0%) | |
| c) Limit of 11 to 15 sessions. | 5 (11.6%) | 11 (13.4%) | 11 (20.8%) | 25 (28.4%) | 52 (19.5%) | |
| d) Limit of 16 to 20 sessions. | 2 (4.7%) | 3 (3.7%) | 4 (7.5%) | 7 (8.0%) | 16 (6.0%) | |
| e) No limit. | 16 (37.2%) | 18 (22.0%) | 10 (18.9%) | 4 (4.4%) | 48 (18.0%) | |
| f) No set limit, but counselors encouraged to limit the number of long-term cases. | 15 (34.9%) | 35 (42.7%) | 19 (35.8%) | 32 (36.4%) | 101 (38.0%) | |
| 34. Frequency that Centers see students more than once a week: | | | | | | |
| a) Frequently | 0 (0.0%) | 0 (0.0%) | 0 (0%) | 1 (1.1%) | 1 (0.4%) | |
| b) Occasionally | 22 (48.9%) | 24 (28.9%) | 18 (34.0%) | 19 (21.3%) | 83 (30.7%) | |
| c) Rarely | 23 (51.1%) | 59 (71.1%) | 35 (66.0%) | 69 (77.5%) | 186 (68.9%) | |
| 35. Frequency that Centers see students less than once a week: | | | | | | |
| a) Frequently | 11 (24.4%) | 31 (37.3%) | 25 (47.2%) | 35 (39.3%) | 102 (37.8%) | |
| b) Occasionally | 27 (60.0%) | 49 (59.0%) | 26 (49.1%) | 49 (55.1%) | 151 (55.9%) | |
| c) Rarely | 7 (15.6%) | 3 (3.6%) | 2 (3.8%) | 5 (5.6%) | 17 (6.3%) | |
| 36. Centers that have walk-in hours for clients: Utilization of walk-in hours by students: | 22 (50.0%) | 31 (37.3%) | 20 (37.0%) | 49 (54.4%) | 122 (45.4%) | |
| a) Most hours are filled. | 6 (27.3%) | 6 (21.4%) | 6 (30.0%) | 23 (51.1%) | 41 (35.7%) | |
| b) About half of the hours are filled. | 8 (36.4%) | 14 (50.0%) | 10 (50.0%) | 19 (42.2%) | 51 (44.3%) | |
| c) Most hours are not utilized. | 8 (36.4%) | 8 (28.6%) | 4 (20.0%) | 3 (6.7%) | 23 (20.0%) | |
| 37. Centers with staff who have difficulty in keeping up with: case notes: | 17 (37.8%) | 39 (48.1%) | 25 (47.2%) | 47 (52.2%) | 128 (47.6%) | |
| Primary reason this difficulty occurs: | | | | | | |
| a) Too little time during the day to complete them. | 10 (58.8%) | 22 (55.0%) | 13 (54.2%) | 25 (53.2%) | 70 (54.7%) | Some directors (31) |

| | <u>Under 2,500</u> (n=45) | <u>2,500 - 7,500</u> (n=83) | <u>7,500 - 15,000</u> (n=55) | <u>Over 15,000</u> (n=91) | <u>TOTAL</u> (n=274) | <u>COMMENTS</u> | 9 |
|---|------------------------------|--------------------------------|---------------------------------|------------------------------|----------------------------|-------------------------------------|---|
| b) Poor time management skills. | 4 (23.5%) | 4 (10.0%) | 6 (25.0%) | 11 (23.4%) | 25 (19.5%) | chose more than one | |
| c) Procrastination on the part of some staff. | 1 (5.9%) | 9 (22.5%) | 2 (8.3%) | 8 (17.0%) | 20 (15.6%) | reason. | |
| d) Other | 2 (11.8%) | 5 (12.5%) | 3 (12.5%) | 3 (6.4%) | 13 (10.2%) | | |
| 38. Strategy to ensure staff's ability to complete charting responsibilities: | | | | | | | |
| a) 45-50 min. sessions. Charting done between sessions. | 10 (23.8%) | 32 (38.6%) | 16 (30.8%) | 31 (34.8%) | 89 (33.5%) | Many centers used a | |
| b) An hour a day is kept open for charting. | 8 (19.0%) | 14 (16.9%) | 12 (23.1%) | 18 (20.2%) | 52 (19.5%) | combination of all | |
| c) No shows/ down time provides adequate time for charting. | 20 (47.6%) | 32 (38.6%) | 22 (42.3%) | 29 (32.6%) | 103 (38.7%) | three strategies. | |
| d) Other | 4 (9.5%) | 5 (6.0%) | 2 (3.8%) | 11 (12.4%) | 22 (8.3%) | | |
| 39. Center's expectation for when case notes (charting) for each client is to be completed: | | | | | | Additional times listed: | |
| a) At the end of each day. | 20 (46.5%) | 46 (55.4%) | 28 (52.8%) | 50 (56.2%) | 144 (53.7%) | 24 or 48 hrs. post, every | |
| b) At the end of each week. | 14 (32.6%) | 24 (28.9%) | 19 (35.8%) | 26 (29.2%) | 83 (31.0%) | 5 th session, by the end | |
| c) At the end of the month. | 3 (7.0%) | 4 (4.8%) | 1 (1.9%) | 1 (1.1%) | 9 (3.4%) | of the term, or prior to | |
| d) Other | 6 (14.0%) | 9 (10.8%) | 5 (9.4%) | 12 (13.5%) | 32 (11.9%) | the next session. | |
| 40. Centers that have files reviewed on a regular basis to assure proper maintenance: | | | | | | | |
| a) All staff files are reviewed. | 3 (7.0%) | 23 (27.7%) | 10 (18.9%) | 39 (43.3%) | 75 (27.9%) | | |
| b) Only practicum students' and interns' files are reviewed. | 12 (27.9%) | 17 (20.5%) | 22 (41.5%) | 24 (26.7%) | 75 (27.9%) | | |
| c) No, staff assumes their own professional responsibilities. | 28 (65.1%) | 43 (51.8%) | 21 (39.6%) | 27 (30.0%) | 119 (44.2%) | | |
| 41. Centers generate a DSM-IV type of diagnosis: | | | | | | | |
| a) On most clients. | 5 (11.4%) | 23 (27.7%) | 17 (31.5%) | 31 (35.2%) | 76 (28.3%) | | |
| b) On about half of clients. | 2 (4.5%) | 6 (7.2%) | 1 (1.9%) | 5 (5.7%) | 14 (5.2%) | | |
| c) On a small percentage of clients. | 14 (31.8%) | 30 (36.1%) | 15 (27.8%) | 15 (17.0%) | 74 (27.5%) | | |
| d) Never, or very rarely. | 23 (52.3%) | 24 (28.9%) | 21 (38.9%) | 37 (42.0%) | 105 (39.0%) | | |
| 42. On-campus psychiatric services are provided: | | | | | | | |
| a) In Counseling Center only. | 8 (18.2%) | 27 (32.5%) | 23 (42.6%) | 24 (26.7%) | 82 (30.3%) | Other sites: | |
| b) In Student Health Center only. | 4 (9.1%) | 4 (4.8%) | 11 (20.4%) | 33 (36.7%) | 52 (19.2%) | Psychiatry departments | |
| c) In both Counseling & Student Health Centers. | 1 (2.3%) | 1 (1.2%) | 1 (1.9%) | 8 (8.9%) | 11 (4.1%) | on campus. | |
| d) In merged Counseling & Student Health Center(%) | 4 (9.1%) | 1 (1.2%) | 2 (3.7%) | 8 (8.9%) | 15 (5.5%) | | |
| e) Other places on campus. | 0 (0.0%) | 2 (2.4%) | 1 (1.9%) | 4 (4.4%) | 7 (2.6%) | | |
| f) Contract out for psychiatrists. | 7 (15.9%) | 5 (6.0%) | 5 (9.3%) | 7 (7.8%) | 24 (8.9%) | | |
| g) No access to psychiatrist except as private referral. | 20 (45.5%) | 43 (51.8%) | 11 (20.4%) | 6 (6.7%) | 80 (29.5%) | | |
| 43. Number of psychiatric consultation hours available per week: | Mean=3.9 Range=.75-11 | Mean=5.8 Range=1-30 | Mean=11.8 Range=1-60 | Mean=33.6 Range=1-120 | Mean=19.7 Range=.75-120 | | |
| 44. Number of psychiatric consultation hours provided per week per 1,000 students: | Mean=2.2 Range=.3-6 | Mean=1.24 Range=.14-5 | Mean=1.07 Range=.10-5 | Mean=1.26 Range=.05-5 | Mean=1.3 Range=.05-6 | | |

| | <u>Under 2,500</u> (n =45) | <u>2,500 - 7,500</u> (n =83) | <u>7,500 - 15,000</u> (n = 55) | <u>Over 15,000</u> (n =91) | <u>TOTAL</u> (n=274) | <u>COMMENTS</u> |
|--|-------------------------------|---------------------------------|-----------------------------------|-------------------------------|-------------------------|--|
| 45. Center Directors that have noticed an increase in students with the following problems over the past five years: | | | | | | |
| a) Severe psychological problems | 38 (88.4%) | 67 (85.9%) | 43 (84.3%) | 73 (83.0%) | 221 (85.0%) | |
| b) Sexual assault concerns (on campus) | 8 (20.0%) | 23 (29.9%) | 14 (28.0%) | 39 (45.3%) | 84 (33.2%) | |
| c) Problems related to earlier sexual abuse | 12 (28.6%) | 30 (39.5%) | 16 (32.7%) | 29 (33.7%) | 87 (34.4%) | |
| d) Alcohol problems | 16 (37.2%) | 30 (38.5%) | 27 (55.1%) | 40 (47.6%) | 113 (44.5%) | |
| e) Other illicit drug use | 22 (56.4%) | 32 (42.1%) | 22 (44.9%) | 46 (54.1%) | 122 (49.0%) | |
| f) Learning disabilities | 24 (61.5%) | 55 (72.4%) | 38 (74.5%) | 62 (72.9%) | 179 (71.3%) | |
| g) Self-Injury | 27 (62.8%) | 40 (52.6%) | 31 (62.0%) | 32 (37.6%) | 130 (51.2%) | |
| h) Eating disorders | 15 (35.7%) | 26 (33.3%) | 18 (36.7%) | 37 (43.0%) | 96 (37.6%) | |
| 46. Center Directors' opinions on whether it is reasonable for institutions to provide ADA services if a student with a diagnosable disorder needs ongoing counseling support to remain in school: | | | | | | |
| a) No, this would place too heavy burden on institutions. | 4 (8.9%) | 12 (15.6%) | 6 (11.3%) | 18 (20.0%) | 40 (15.1%) | Some Directors stated that service provision would be determined on a case-by-case basis. |
| b) Yes, ongoing weekly therapy should be provided. | 12 (26.7%) | 13 (16.9%) | 7 (13.2%) | 6 (6.7%) | 38 (14.3%) | |
| c) Yes, but probably with a case management approach (i.e., maintaining regular, but not weekly, student contact) | 23 (51.1%) | 39 (50.6%) | 34 (64.2%) | 58 (64.4%) | 154 (58.1%) | |
| d) Other | 6 (13.3%) | 13 (16.9%) | 6 (11.3%) | 8 (8.9%) | 33 (12.5%) | |
| 47. Centers that have on-call services for students in crisis: | 33 (76.7%) | 60 (75.0%) | 45 (83.3%) | 64 (72.7%) | 202 (76.2%) | |
| 48. Designated staff members who serve on-call: | | | | | | Other options included: |
| a) Center staff | 28 (84.8%) | 55 (90.2%) | 40 (88.9%) | 47 (73.4%) | 170 (83.7%) | Combinations of all listed, Nurse triage, full-time position in student health, contracts with CMHC or other psychiatric services. |
| b) Center interns | 0 (0.0%) | 1 (1.6%) | 1 (2.2%) | 1 (1.6%) | 3 (1.5%) | |
| c) Center practicum students | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0%) | |
| d) Other Student Affairs Personnel | 3 (9.1%) | 3 (4.9%) | 0 (0.0%) | 5 (7.8%) | 11 (5.4%) | |
| e) Other | 2 (6.1%) | 2 (3.3%) | 4 (8.9%) | 11 (17.2%) | 19 (9.4%) | |
| 49. Method of contacting on-call staff members: | | | | | | Additional methods listed; |
| a) Beeper | 15 (45.5%) | 33 (55.0%) | 28 (63.6%) | 34 (53.1%) | 110 (54.7%) | cell phone, staff home phone numbers given to campus security; combination of (a) & (b). |
| b) Rotating on-call list | 3 (9.1%) | 10 (16.7%) | 5 (11.4%) | 18 (28.1%) | 36 (17.9%) | |
| c) Other | 15 (45.5%) | 17 (28.3%) | 11 (25.0%) | 12 (13.2%) | 55 (27.4%) | |
| 50. Method of compensating counselors for after-hours emergency work | | | | | | |
| a) Hour per hour comp time accumulated/Release time. | 4 (12.5%) | 17 (28.3%) | 10 (23.8%) | 20 (35.1%) | 51 (26.7%) | |
| b) Extra pay. | 2 (6.3%) | 0 (0.0%) | 2 (4.8%) | 4 (7.0%) | 8 (4.2%) | |
| c) Considered part of the job/ counselors not compensated. | 26 (81.3%) | 43 (71.7%) | 30 (71.4%) | 33 (57.9%) | 132 (69.1%) | |
| 51. Number of times Center staff were contacted on-call in the past year: | | | | | | |
| a) Rarely, a few times a term. | 20 (60.0%) | 36 (59.0%) | 22 (50.0%) | 33 (55.0%) | 111 (56.1%) | |
| b) Moderately, several times a month. | 11 (33.3%) | 22 (36.1%) | 21 (47.7%) | 17 (28.3%) | 71 (35.9%) | |
| c) Frequently, multiple calls each week. | 2 (6.1%) | 3 (4.9%) | 1 (2.3%) | 10 (16.7%) | 16 (8.1%) | |

| | <u>Under 2,500</u> (n =45) | <u>2,500 - 7,500</u> (n =83) | <u>7,500 - 15,000</u> (n = 55) | <u>Over 15,000</u> (n =91) | <u>TOTAL</u> (n=274) | <u>COMMENTS</u> | 11 |
|--|-------------------------------|---------------------------------|-----------------------------------|-------------------------------|---------------------------|--|----|
| 52. Percentage of on-call contacts resulting in the on-call person returning to campus after hours? | Mean=21 Range= 0-90 | Mean=19 Range= 0-100 | Mean=14 Range= 0-80 | Mean=18 Range= 0-100 | Mean=17.8 Range= 0-100 | | |
| 53. Centers with obsessive-pursuit cases in the past year: | 19 (43.2%) | 49 (61.3%) | 29 (55.8%) | 58 (71.6%) | 155 (60.3%) | A total of 347 cases; 50 persons injured and 5 persons killed. | |
| 56. Centers that had to hospitalize a student for psychological reasons in the past year: | 33 (75.0%) | 69 (88.5%) | 46 (92.0%) | 79 (95.2%) | 227 (89.0%) | A total of 1241 students, Mean=4.9 Range=1-80 | |
| 57. Campuses that had an enrolled student suicide in the 2000-2001 school year: | 4 (8.9%) | 16 (19.3%) | 14 (26.9%) | 46 (54.1%) | 80 (30.2%) | A total of 125 students, Mean=.5, Range=0-.6 | |
| 58. Campuses that had a client suicide in the 00-01 school year: | 5 (11.1%) | 5 (6.0%) | 3 (5.8%) | 13 (14.6%) | 26 (9.7%) | | |
| 59. Centers that have had to give warning to a third party about a student who posed a danger to another person: | 8 (17.8%) | 17 (21.3%) | 12 (22.2%) | 28 (31.1%) | 65 (24.2%) | A total of 117 warnings, Mean=.4, Range=0-10. | |
| 60. Centers that had HIV positive clients in the 2000-2001 school year: | 5 (12.2%) | 22 (27.8%) | 18 (36.0%) | 40 (54.8%) | 85 (35.0%) | A total of 174 students, Mean=.7, Range= 0-11 . | |
| Centers where HIV positive clients posed a risk to third parties: | 0 (0.0%) | 2 (12.5%) | 0 (0.0%) | 4 (12.9%) | 6 (9.1%) | | |
| 61. Directors whose states have legislation in your state that would permit psychotherapists to warn identifiable partners of HIV positive clients in certain limited circumstances: | 3 (7.3%) | 6 (7.7%) | 3 (6.0%) | 5 (5.6%) | 17 (6.6%) | | |
| States listed: Florida, Georgia, Idaho, Illinois, Ohio, Missouri, Nebraska, New York, Rhode Island, Tennessee, Texas. | | | | | | | |
| 62. Directors in favor of such legislation? | 26 (68.4%) | 51 (72.9%) | 26 (56.5%) | 44 (55.0%) | 147 (62.8%) | | |
| 63. Henry Wechsler and his Harvard team have recently criticized schools' social marketing programs that address campus alcohol problems programs as being ineffective. Directors' levels of agreement with this assessment: | | | | | | | |
| a) Yes | 7 (16.3%) | 8 (9.9%) | 8 (16.0%) | 20 (22.2%) | 43 (16.3%) | | |
| b) No | 18 (41.9%) | 31 (37.3%) | 15 (30.0%) | 27 (30.0%) | 91 (34.5%) | | |
| c) Don't know | 18 (41.9%) | 42 (51.9%) | 27 (54.0%) | 43 (47.3%) | 130 (49.2%) | | |
| 64. Director's response to an FBI agent who has a signed release form from a client giving permission to access the client's records: | | | | | | | |
| a) Copy of file would be provided. | 6 (13.6%) | 4 (5.3%) | 4 (8.5%) | 7 (8.0%) | 21 (8.3%) | | |
| b) Agent would be allowed to read file in Center. | 1 (2.3%) | 3 (3.9%) | 3 (6.4%) | 4 (4.6%) | 11 (4.3%) | | |
| c) A verbal report would be given to agent. | 8 (18.2%) | 12 (15.8%) | 13 (27.7%) | 32 (36.8%) | 65 (25.6%) | | |
| d) Records would be made available only if the request is | | | | | | | |

| | <u>Under 2,500</u> (n =45) | <u>2,500 - 7,500</u> (n =83) | <u>7,500 - 15,000</u> (n = 55) | <u>Over 15,000</u> (n =91) | <u>TOTAL</u> (n=274) | <u>COMMENTS</u> |
|---|-------------------------------|---------------------------------|-----------------------------------|-------------------------------|-------------------------|--|
| made directly to us by the client. | 22 (50.0%) | 49 (64.5%) | 26 (55.3%) | 36 (41.4%) | 133 (52.4%) | |
| e) No access would be provided even at the client's request without a court order. | 7 (15.9%) | 8 (10.5%) | 1 (2.1%) | 8 (9.2%) | 24 (9.4%) | |
| 65. Centers that inform students that in the future they may be pressured to sign release of information forms if seeking employment in government agencies or admittance to the Bar: | 9 (20.5%) | 22 (27.5%) | 20 (39.2%) | 41 (45.1%) | 92 (35.0%) | Percentage of Centers that inform students is up 17.2% since 1997. |
| 66. Directors who believe that providing this information would deter students from seeking help: | 28 (66.7%) | 53 (68.8%) | 40 (80.0%) | 59 (67.8%) | 180 (70.3%) | Up from 42.1% in 1997. |
| 67. Directors in favor of a professional standard stating that psychologists and counselors are not permitted to release student records to anyone other than another treating professional (barring court order), even with the signed release of the client: | 32 (76.2%) | 63 (78.5%) | 38 (77.6%) | 67 (76.1%) | 200 (77.2%) | Percentage of directors supporting this standard up 5.8 % since 1997 |
| 68. Director's treatment approach if a client comes to Center to address a particular problem (Let's say dealing with a difficult roommate), but indicates either during a structured intake interview or an intake checklist, evidence of earlier childhood abuse, or other psychological problems): | | | | | | |
| a) Treatment goals are jointly discussed and agreed upon with the client. | 39 (86.7%) | 70 (85.4%) | 46 (85.2%) | 74 (81.3%) | 229 (84.2%) | Some directors chose both (a) and (c). |
| b) Counselor should stick as much as possible to the resolution of the presenting problem. | 1 (2.2%) | 2 (2.4%) | 0 (0.0%) | 2 (2.2%) | 5 (1.8%) | |
| c) Counselor should expand therapy to include a fuller exploration of issues raised through the intake process. | 5 (11.1%) | 8 (9.8%) | 7 (13.0%) | 12 (13.2%) | 32 (11.8%) | |
| 69. Directors reporting that their states have passed a law making it mandatory for a counselor to inform a state agency if a client reports having had sex with a previous therapist: | 6 (13.6%) | 8 (10.0%) | 6 (11.8%) | 13 (15.1%) | 33 (12.6%) | |
| States listed were:California,Colorado, Georgia, Oregon, Massachusetts, Minnesota, Ohio,Rhode Island, Tennessee, Texas, Virginia, Wisconsin and Provinces of Alberta and Ontario. | | | | | | |
| 70. Directors' reactions to this kind of law: | | | | | | |
| a) I'm opposed. The potential damage to the counseling relationship is too great and I think our professional association should address this issue. | 16 (36.4%) | 33 (41.3%) | 26 (52.0%) | 33 (37.9%) | 108 (41.4%) | |
| b) I'm in favor of it. Even though it poses risks to counseling relationships, it will help to clean up the profession. | 10 (22.7%) | 20 (25.0%) | 6 (12.0%) | 22 (25.3%) | 58 (22.2%) | |
| c) I'm ambivalent. | 18 (40.9%) | 27 (33.8%) | 18 (36.0%) | 32 (36.8%) | 95 (36.4%) | |

Comparison of Counseling Center Director and Chief Student Affairs Officer on Selected Questions from the 2001 National Survey of Counseling Center Directors (Questions 71-73)

71. Directors who believe they should inform the VP or other senior person if a client is:

| | Yes, even without the client's permission | | Yes, but only if client signs a release form | | No, in all cases | | Comments |
|--|---|-------------|--|------------|------------------|------------|--|
| | <u>DIR</u> | <u>VP</u> | <u>DIR</u> | <u>VP</u> | <u>DIR</u> | <u>VP</u> | |
| a) A resident student who is a suicidal risk and also will require hospitalization. | 106 (40.8%) | 120 (75.5%) | 95 (36.5%) | 34 (21.4%) | 59 (22.7%) | 5 (3.1%) | The number of Directors who said Yes, in all cases is generally going down since we asked the question in 1992 & 1997. |
| b) A student who has some potential for suicide but hospitalization is not required. | 16 (6.2%) | 47 (29.4%) | 78 (30.1%) | 72 (45.0%) | 165 (63.7%) | 41 (25.6%) | |
| c) A student whose psychological state is such that he/she might pose a danger to other students. | 155 (61.5%) | 142 (88.8%) | 64 (25.4%) | 16 (10.0%) | 33 (13.1%) | 2 (1.3%) | |
| d) A student who tells a counselor that he/she has been raped by a resident assistant but doesn't want to make it public. | 24 (9.2%) | 50 (31.8%) | 145 (55.8%) | 81 (51.6%) | 91 (35.0%) | 26 (16.6%) | Directors are much less likely to release information without a signed release form. |
| e) A student who responds to a counselor that he/she has some kleptomania tendencies and has been stealing from other students in the residence halls. | 4 (1.5%) | 23 (14.5%) | 86 (33.1%) | 79 (49.1%) | 170 (65.3%) | 57 (35.8%) | |
| f) A resident student who reports to a counselor that he/she is making obscene phone calls to other students in residence | 6 (2.4%) | 22 (14.0%) | 81 (31.8%) | 83 (52.9%) | 168 (65.9%) | 52 (33.1%) | There continue to be discrepancies in how Directors and VP's view these issues. |
| g) A student reports to a counselor that his roommate is planning to set off a smoke bomb in a large auditorium and fears it might hurt or panic people. | 152 (58.9%) | 132 (83.0%) | 80 (31.0%) | 18 (11.3%) | 26 (10.1%) | 9 (5.7%) | |
| h) A resident student reports that he/she is HIV positive and is sexually active | 27 (10.9%) | 53 (34.0%) | 79 (32.0%) | 52 (33.3%) | 141 (57.1%) | 51 (32.7%) | |

72. Directors who think it's reasonable to respond to the VPs request for information in the following situations:

| | Yes, even without the client's permission | | Yes, but only if client signs a release form | | No, in all cases | | |
|--|---|------------|--|------------|------------------|------------|---|
| | <u>DIR</u> | <u>VP</u> | <u>DIR</u> | <u>VP</u> | <u>DIR</u> | <u>VP</u> | |
| a) The VP is concerned about a student's behavior and wants to know if the student has ever received counseling | 16 (6.1%) | 40 (25.3%) | 168 (63.6%) | 90 (57.0%) | 80 (30.3%) | 28 (17.7%) | Similar rates were reported in 1997. |
| b) The VP refers a student to the Center and wants to know if the student has kept the appointment | 33 (12.4%) | 64 (40.5%) | 212 (79.4%) | 82 (51.9%) | 22 (8.2%) | 12 (7.6%) | |
| c) The VP refers a student to the Center and wants not the details of counseling but whether the client is making progress in counseling | 10 (3.7%) | 22 (13.9%) | 188 (70.4%) | 96 (60.8%) | 69 (25.8%) | 40 (25.3%) | The differences of opinions between VPs and Directors remains a source of potential conflict. |

73. Presented below are ratings provided by Directors and Vice Presidents for determining how essential particular services are. 161 Vice Presidents responded to these questions. The ratings range from 5 = Highly Essential to 1 = Not At All Essential. The percentages presented here reflect the percentage of Directors and Vice Presidents who rated the service as **Very Essential, and Highly Essential**.

| | <u>Under 2,500</u> (n =45) | <u>2,500 - 7,500</u> (n =83) | <u>7,500 - 15,000</u> (n = 55) | <u>Over 15,000</u> (n =91) | <u>TOTAL</u> (n=274) | <u>COMMENTS</u> |
|--|----------------------------------|---------------------------------|---|-------------------------------|-------------------------|--|
| | <u>Director</u> <u>Rating</u> | <u>VP</u> <u>Rating</u> | <u>Director's Prediction</u> <u>of VP Rating</u> | | | |
| a) Extensive psychotherapy (6 months or longer) for all students who might benefit. | 21.8% | 10.1% | 10.8% | | | Directors underestimated VP's ratings by more than 10% in only 4 instances (24%) |
| b) Group therapy | 48.1% | 49.7% | 35.4% | | | |
| *c) Brief counseling (up to 12 sessions) with whatever problems students bring to the Center. | 89.5% | 96.2% | 86.5% | | | |
| *d) Crisis intervention (responding to serious student crises such as suicide attempts and psychotic breakdowns). | 97.8% | 99.4% | 97.3% | | | |
| *e) The training of resident hall staff or others on campus who work with students. | 79.8% | 87.3% | 78.4% | | | The 5 services most highly rated by directors and VP's are asterisked |
| f) Treatment of whatever length is necessary for students who have been sexually assaulted on campus | 74.4% | 61.0% | 66.7% | | | |
| g) Specialized sexual assault counseling program (apart from traditional counseling program). | 29.4% | 48.4% | 27.6% | | | |
| h) Campus research, e.g. surveys that help to educate the campus community about student characteristics or needs. | 34.7% | 37.7% | 39.7% | | | |
| i) Research for publication. | 11.6% | 9.4% | 9.7% | | | |
| j) Learning skills or study skills program. | 36.2% | 52.2% | 37.8% | | | |
| k) Psychiatrists providing psychotherapy (in addition to doing psychiatric assessment and prescribing medication). | 15.6% | 22.8% | 10.5% | | | |
| l) Psychiatric assessment and prescriptions accessible on campus. | 73.1% | 57.9% | 50.0% | | | |
| m) The acceptance of mandated referrals by the Counseling center from judicial boards and administrators. | 21.3% | 45.9% | 47.0% | | | |
| n) Structured groups on assertiveness, social skills, etc. | 39.7% | 42.8% | 37.1% | | | |
| *o) Consultation with faculty, staff, and administrators. | 91.3% | 87.4% | 87.7% | | | |
| p) Serving as campus mediators. | 18.4% | 21.5% | 19.2% | | | |
| *q) Serving on crisis intervention teams with other campus professionals | 85.7% | 91.2% | 84.3% | | | |

| | | | | | |
|---|------------|------------|------------|------------|-------------|
| 74. Directors on an internet Listserv with other counseling center directors. | 36 (81.8%) | 73 (89.0%) | 45 (86.5%) | 84 (95.5%) | 238 (89.5%) |
| 75. Directors who have sought the assistance on the Listserv from other directors. | 28 (63.6%) | 56 (68.3%) | 39 (75.0%) | 67 (76.1%) | 190 (71.4%) |
| 76. Directors who have benefited from the answers to questions that others have posted on the Listserv. | 36 (83.7%) | 68 (89.5%) | 46 (95.8%) | 79 (94.0%) | 229 (91.2%) |

| | <u>Under 2,500</u> (n =45) | <u>2,500 - 7,500</u> (n =83) | <u>7,500 - 15,000</u> (n = 55) | <u>Over 15,000</u> (n =91) | <u>TOTAL</u> (n=274) | <u>COMMENTS</u> |
|--|-------------------------------|---------------------------------|-----------------------------------|-------------------------------|-------------------------|---|
| 77. Directors' highest degree: | | | | | | Percentages have remained fairly consistent with results in 1991 and 1994. There is a slight rise in the number of directors with master level degrees. Other degrees listed: Masters of rehabilitation counseling, Ed.S., and MFT, Ph.D. |
| a) Doctorate: Clinical/Counseling Psychology | 23 (51.1%) | 61 (75.3%) | 35 (66.0%) | 65 (73.0%) | 184 (68.7%) | |
| b) Masters: Clinical/Counseling Psychology | 2 (4.4%) | 0 (0.0%) | 3 (5.7%) | 2 (2.2%) | 7 (2.6%) | |
| c) Doctorate: Social Work | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | |
| d) Masters: Social Work (MSW) | 2 (4.4%) | 4 (4.9%) | 0 (0.0%) | 3 (3.4%) | 9 (3.4%) | |
| e) Doctorate: Counseling/Counseling Ed/Mental Health | 5 (11.1%) | 8 (9.9%) | 8 (15.1%) | 12 (13.5%) | 33 (12.3%) | |
| f) Masters: Counseling/Counseling Ed/Mental Health | 11 (24.4%) | 6 (7.4%) | 5 (9.4%) | 3 (3.4%) | 25 (9.3%) | |
| g) Doctorate: Student Personnel | 1 (2.2%) | 0 (0.0%) | 1 (1.9%) | 1 (1.1%) | 3 (1.1%) | |
| h) Masters: Student Personnel | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 1 (1.1%) | 1 (.4%) | |
| i) M.D. | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | |
| j) Other | 1 (2.2%) | 2 (2.5%) | 1 (1.9%) | 2 (2.2%) | 6 (2.2%) | |
| 78. Directors identify themselves primarily as: | | | | | | Some directors identify themselves primarily as: Marriage and Family counselors, Nurse Practitioner, and licensed mental health counselor. |
| a) Clinical psychologists | 9 (20.0%) | 30 (37.5%) | 10 (18.9%) | 25 (28.1%) | 74 (27.7%) | |
| b) Counseling psychologists | 16 (35.6%) | 35 (43.8%) | 26 (49.1%) | 46 (51.7%) | 123 (46.1%) | |
| c) Psychiatrists | 0 (0.0%) | 0 (0.0%) | 1 (1.9%) | 0 (0.0%) | 1 (.4%) | |
| d) Mental health professionals | 3 (6.7%) | 5 (6.3%) | 2 (3.8%) | 2 (2.2%) | 12 (4.5%) | |
| e) Social workers | 0 (0.0%) | 3 (3.8%) | 0 (0%) | 3 (3.4%) | 6 (2.2%) | |
| f) Student personnel administrators | 2 (4.4%) | 1 (1.3%) | 3 (5.7%) | 3 (3.4%) | 9 (3.4%) | |
| g) Professional counselors | 10 (22.2%) | 6 (7.5%) | 7 (13.2%) | 8 (9.0%) | 31 (11.6%) | |
| h) Other | 5 (11.1%) | 0 (0.0%) | 4 (7.5%) | 2 (2.2%) | 11 (4.1%) | |
| 79. Director's degree of happiness with their job | | | | | | Compared with 1992: |
| a) Extremely happy with this work. | 24 (53.3%) | 35 (43.8%) | 26 (50.0%) | 41 (48.8%) | 126 (48.3%) | -Up from 29.5% |
| b) Quite happy with this work. | 18 (40.0%) | 34 (42.5%) | 17 (32.7%) | 38 (45.2%) | 107 (41.0%) | -Down from 53.4% |
| c) Moderately happy with this work. | 2 (4.4%) | 10 (12.5%) | 8 (15.4%) | 4 (4.8%) | 24 (9.2%) | -Down from 14.1% |
| d) Quite unhappy with this work. | 1 (2.2%) | 1 (1.2%) | 1 (1.9%) | 0 (0.0%) | 3 (1.1%) | -Down from 1.7% |
| e) Extremely unhappy with this work. | 0 (0.0%) | 0 (0.0%) | 0 (0.0%) | 1 (1.2%) | 1 (0.4%) | -Down from 0.7% |
| 80. Pursuits of preceding Directors after they left their counseling center directorships: | | | | | | Other careers listed: private practice (23), community mental health (5), career services (2), mother (2), prison work (2), retreat center (1), and corporate consultation (1). |
| a) Returned to a staff position. | 2 (4.8%) | 4 (5.3%) | 3 (6.0%) | 13 (15.1%) | 22 (8.7%) | |
| b) Moved to another Directorship. | 4 (9.5%) | 10 (13.2%) | 5 (10.0%) | 5 (5.8%) | 24 (9.4%) | |
| c) Moved to a higher administrative position | 5 (11.9%) | 11 (14.5%) | 8 (16.0%) | 11 (12.8%) | 35 (13.8%) | |
| d) Moved to a faculty position. | 2 (4.8%) | 8 (10.5%) | 1 (2.0%) | 8 (9.3%) | 19 (7.5%) | |
| e) Retired. | 7 (16.7%) | 17 (44.4%) | 19 (38.0%) | 26 (30.2%) | 69 (27.2%) | |
| f) EAP services | 0 (0.0%) | 3 (3.9%) | 0 (0.0%) | 2 (2.3%) | 5 (2.0%) | |
| g) Other | 22 (52.4%) | 23 (30.3%) | 14 (28.0%) | 21 (24.4%) | 80 (31.5%) | |

81. For a list of innovative programs, see **Appendix D**.

APPENDIX A

Ethical/Legal Dilemmas Encountered by Counseling Center Directors in the Past Year (Question #14)

The ethical/legal dilemmas encountered by directors have been put into question form and might be useful to lead staff discussions. Some of the questions will differ slightly so as to disguise the centers involved or to make the question clearer.

1. Student taking leave of absence stayed with therapist in private practice after leaving school and then sued school. Lawyer, subpoenaed therapist against employer; therapist ultimately claimed conflict of interest and could only testify to facts. What issues does this raise for college students?
2. When a drug dealing operation exists on campus, can a counselor reveal it without a client's signed permission? Answer: No, but we discovered a way to learn about it from a non-confidential service, so police could be alerted.
3. When does a student become a client? (Met with a group of students to do a postvention after a student's death. Two students have asked for more meetings but 'do not want counseling'.)
4. Should the Center evaluate a student's readiness to return to the residence halls after being released from the hospital? (Discussion is still pending.)
5. Is it good practice to call students when a concerned parent calls?
6. How does one maintain multi-faceted services (preventive, career, consultation) when clinical wait list develops? (We curtailed some activities in spring to free-up clinical resources.)
7. Should an intern, or the director, contact a student whose transcribed/taped session was on the laptop stolen from the intern's home?
8. How do you deal with this? A former student is sending numerous e-mails of an angry nature toward the institution; our legal office told me that any emails on which I was cc'd were not confidential; e-mails continue and I am uncomfortable with them.
9. How do you handle this? When a student client has made verbal threats to injure a third party (non-student), and the clinician has received a written, anonymous note stating that the same client has a loaded gun in her car that she plans to use against the third party mentioned above? This situation was resolved after our psychiatrist met with the student and made an assessment that she was indeed a potential threat. A mental health arrest was initiated. It was subsequently found by the NY State Police that the alleged victim was non-existent. Student was indicted for filing false claims of sexual assault against this "un"-person.
10. Is there duty to warn if threat of harm is to an animal?
How do you enact Duty to Warn when possible victim is from another country, where regard for human life appears to be less than that in the US?
11. What do you do when you question the mental health and competence of a Center director?
12. How would you handle a situation involving a one time consenting sexual relationship between a former practicum student (from the prior year) and staff member?
13. Are we obligated to provide records for a 17 year old? Director believes not, as long as the minor is a high school graduate.

14. How would you handle it if a policewoman wants to interrogate a volunteer sexual assault counselor concerning a person for whom she made a referral; Currently unresolved.
15. What are our responsibilities when we receive a report that a student client was suicidal and had acquired a gun? Since we tried but could not reach student, we informed a family member and the Dean of Student Life.
16. How do you handle situation where practicum student broke confidentiality at a party?
Solution: We worked out a remedial program on ethics which practicum student completed.
17. How should the case be handled if a client diagnosed with personality disorder is very disruptive? Expulsion or not? Resolution: Client was to change residence halls (despite previous noncompliance with other contracts-dean's resolution).
18. How does a director insist on supervision of an unlicensed, full professor therapist in the center who is allowed to work for the university, unlicensed by law? He refuse supervision and appropriate note-taking-no resolution.
19. What should one do about a student who was designated as an unfit parent, and you agree with the assessment?
20. What are key considerations when a Director is asked to testify as a character witness in the state board of psychologists hearing against a psychologist brought up on ethics charges?
21. Do you document unsolicited email communication about your client in the client chart?
22. How do you approach long-time staff member suspected of substance abuse, which staff member staunchly denies? Eventually we plan to let him go.
23. Is it ethical to provide counseling services to two students: 1) one who admitted committing credit card fraud with card of second student. 2) the victim of this fraud who is also filing charges against the admitted perpetrator when both are entitled to counseling services?
24. A student has intimidated several faculty and staff members with his commanding physical presence, persistent questioning and overall manic behavior. He made vague threats in a counseling session against several staff members. Do we warn the staff members who were mentioned? If so, how do we do this without making matters potentially more volatile?
25. What do you do if one of the Director's relatives is a student who has a psychiatric diagnosis and is involved in an incident in the residence hall due to lack of medication compliance?
26. Should I provide 'required' counseling for transgender student to receive surgery?
27. Can a therapist serve as both the primary therapist and as a gatekeeper to write a letter to Director of Personnel expressing an opinion regarding a student's psychological readiness to return to his/her academic program?
28. Is it appropriate to send a scored MMPI and interpretation to a campus rabbi with a Ph.D. in Co. Psych (no license)? We decided it was NOT OK; we wrote a policy to provide summaries only with client's release.

APPENDIX B

NEW HIRE TOTAL SALARY DATA

n=274

| | <u>Minority Male</u> | <u>Minority Female</u> | <u>Caucasian Male</u> | <u>Caucasian Female</u> | <u>TOTAL</u> |
|---|----------------------|------------------------|-----------------------|-------------------------|------------------------------|
| a) Director | 70,333 n=3 | 80,000 n=1 | 62,875 n=8 | 58,136 n=11 | 62,326 Range 32-86K (n=23) |
| b) Training Director | n/a | n/a | 58,000 n=2 | 58,500 n=3 | 58,300 Range 48-64K (n=5) |
| c) Assistant or Associate Director | 46,000 n=2 | 55,000 n=1 | 49,500 n=2 | 44,300 n=5 | 46,750 Range 32-65K (n=10) |
| d) Counselor with Ph.D. & exp. | 42,000 n=1 | 47,833 n=9 | 43,625 n=8 | 46,436 n=15 | 46,002 Range 36-70K (n=33) |
| e) Counselor with new doctorate | 38,500 n=3 | 42,500 n=7 | 40,000 n=1 | 40,812 n=16 | 40,963 Range 36-49K (n=27) |
| f) Counselor who is A.B.D. | 38,000 n=1 | 38,000 n=5 | 38,400 n=5 | 39,357 n=7 | 38,639 Range 26-48K (n=18) |
| g) Counselor with M.A. & exp. | 33,500 n=1 | 36,000 n=2 | 34,083 n=6 | 35,909 n=11 | 35,250 Range 28-42K (n=20) |
| h) Counselor with new M.A. | n/a | 34,500 n=1 | n/a | 38,785 n=7 | 38,250 Range 31-48K (n=8) |
| i) Counselor with M.S.W. & exp. | 37,000 n=1 | 45,500 n=5 | 36,333 n=3 | 43,750 n=10 | 42,684 Range 32-57K (n=19) |
| j) Counselor with new M.S.W. | n/a | 45,000 n=1 | 46,000 n=1 | 35,500 n=2 | 40,500 Range 26-46K (n=4) |
| k) Counselor with BA | n/a | n/a | n/a | n/a | n/a |
| l) Psychiatrist/M.D. (annual salary) | n/a | 107,000 n=1 | 94,000 n=1 | 105,000 n=2 | 102,750 Range 94-107K (n=4) |
| m) Psychiatrist/M.D. (hourly rate) | 100.00 n=1 | 200.00 n=1 | 132.00 n=3 | 108.00 n=4 | 125.00 Range 70-250.00 (n=9) |
| n) Pre-Doctoral Intern | 16,285 n=7 | 16,467 n=9 | 16,835 n=14 | 16,617 n=23 | 16,606 Range 12-21K (n=53) |
| o) Post-Doctoral Intern | 24,333 n=3 | 24,250 n=2 | 21,750 n=2 | 22,458 n=12 | 22,868 Range 14-30K (n=19) |
| p) Other (e.g. AOD Coordinator, Health Educator, Stipends) | n/a | 7,000 n=1 | 38,000 n=1 | 37,250 n=8 | 34,000 Range 9-64K (n=10) |
| TOTALS | 23 | 46 | 57 | 136 | 262 |

NEW HIRE SALARY DATA BY SCHOOL SIZE

n=274

SIZE 1 (Under 2,500)

| | |
|---------------------------------------|------------------------------|
| a) Director | 47,400 R: 32-60K (n=5) |
| b) Training Director | n/a |
| c) Assistant or Associate Director | 38,500 (n=1) |
| d) Counselor with Ph.D. & Experience | 42,000 (n=1) |
| e) Counselor with new doctorate | 40,333 R: 37-47K (n=3) |
| f) Counselor who is A.B.D. | 46,500 (n=1) |
| g) Counselor with M.A. & experience | 35,750 R: 31-41K (n=2) |
| h) Counselor with new M.A. | 37,500 R: 31-44K (n=2) |
| i) Counselor with M.S.W. & experience | 45,250 R: 44-47K (n=2) |
| j) Counselor with new M.S.W. | n/a |
| k) Counselor with BA | n/a |
| l) Psychiatrist/M.D. (annual salary) | n/a |
| m) Psychiatrist/M.D. (hourly rate) | 110.00 R: 90.00-125.00 (n=2) |
| n) Pre-Doctoral Intern | n/a |
| o) Post-Doctoral Intern | n/a |
| p) Other | 38,000 (n=1) |

Size 3 (7,500-15,000)

| | |
|---------------------------------------|--------------------------|
| a) Director | 66,313 R: 38-86K (n=8) |
| b) Training Director | 51,250 R: 46-49K (n=2) |
| c) Assistant or Associate Director | 47,000 R: 46-49K (n=3) |
| d) Counselor with Ph.D. & Experience | 42,643 R: 36-50K (n=7) |
| e) Counselor with new doctorate | 39,600 R: 38-41K (n=5) |
| f) Counselor who is A.B.D. | 37,667 R: 37-39K (n=2) |
| g) Counselor with M.A. & experience | 33,750 R: 30-39K (n=4) |
| h) Counselor with new M.A. | 34,500 (n=1) |
| i) Counselor with M.S.W. & experience | 39,900 R: 32-46K (n=5) |
| j) Counselor with new M.S.W. | n/a |
| k) Counselor with BA | n/a |
| l) Psychiatrist/M.D. (annual salary) | 107,000 (n=1) |
| m) Psychiatrist/M.D. (hourly rate) | n/a |
| n) Pre-Doctoral Intern | 16,342 R: 12-18 K (n=12) |
| o) Post-Doctoral Intern | 21,800 R: 18-24K (n=5) |
| p) Other | 32,000 (n=1) |

SIZE 2 (2,500-7,500)

| | |
|---------------------------------------|------------------------------|
| a) Director | 56,200 R: 37-70K (n=5) |
| b) Training Director | n/a |
| c) Assistant or Associate Director | 47,000 R: 39-55K (n=3) |
| d) Counselor with Ph.D. & Experience | 47,800 R: 47-48K (n=5) |
| e) Counselor with new doctorate | 41,125 R: 39-42K (n=4) |
| f) Counselor who is A.B.D. | 41,500 (n=1) |
| g) Counselor with M.A. & experience | 35,750 R: 32-39K (n=4) |
| h) Counselor with new M.A. | 37,000 R: 36-38K (n=2) |
| i) Counselor with M.S.W. & experience | 44,250 R: 34-55K (n=2) |
| j) Counselor with new M.S.W. | n/a |
| k) Counselor with BA | n/a |
| l) Psychiatrist/M.D. (annual salary) | n/a |
| m) Psychiatrist/M.D. (hourly rate) | 127.00 R: 90.00-200.00 (n=5) |
| n) Pre-Doctoral Intern | 14,429 R: 13-17K (n=7) |
| o) Post-Doctoral Intern | 21,750 R: 14-25K (n=4) |
| p) Other | 25,500 R: 9-35K (n=3) |

Size 4 (Over 15,000)

| | |
|---------------------------------------|------------------------------|
| a) Director | 77,000 R: 70-85K (n=5) |
| b) Training Director | 63,000 R: 61-64K (n=3) |
| c) Assistant or Associate Director | 49,000 R: 32-65K (n=5) |
| d) Counselor with Ph.D. & Experience | 46,928 R: 39-70K (n=20) |
| e) Counselor with new doctorate | 41,500 R: 36-49K (n=15) |
| f) Counselor who is A.B.D. | 38,150 R: 26-48K (n=10) |
| g) Counselor with M.A. & experience | 35,550 R: 28-42K (n=11) |
| h) Counselor with new M.A. | 40,833 R: 35-48K (n=3) |
| i) Counselor with M.S.W. & experience | 43,250 R: 34-60K (n=10) |
| j) Counselor with new M.S.W. | 40,500 R: 26-46K (n=4) |
| k) Counselor with BA | n/a |
| l) Psychiatrist/M.D. (annual salary) | 101,333 R: 94-110K (n=3) |
| m) Psychiatrist/M.D. (hourly rate) | 135.00 R: 70.00-200.00 (n=2) |
| n) Pre-Doctoral Intern | 17,147 R: 12-21K (n=34) |
| o) Post-Doctoral Intern | 23,850 R: 17-30K (n=10) |
| p) Other | 39,300 R: 7-64K (n=5) |

APPENDIX C

TOTAL SALARY DATA

n=274

Average salary paid to professional staff according to number of years in the position

| | <u>1-3 years in position</u> | <u>4-6 years in position</u> | <u>7-9 years in position</u> |
|---|--------------------------------|--------------------------------|------------------------------|
| a) Director | 61,502 Range 31-92K (n=63) | 67,444 Range 39-110K (n=38) | 65,103 Range 44-93K (n=28) |
| b) Training Director | 50,227 Range 35-64K (n=20) | 51,683 Range 41-71K (n=22) | 56,935 Range 47-75K (n=10) |
| c) Assistant or Associate Director | 49,380 Range 30-78K (n=28) | 49,943 Range 35-67K (n=29) | 51,750 Range 39-69K (n=17) |
| d) Counselor with Ph.D. | 42,112 Range 30-65K (n=107) | 46,653 Range 36-71K (n=60) | 52,342 Range 40-90K (n=42) |
| e) Counselor who is A.B.D. | 36,777 Range 29-44K (n=13) | 45,647 Range 36-64K (n=3) | 37,000 (n=1) |
| f) Counselor with M.A. | 34,690 Range 26-55K (n=44) | 37,040 Range 28-55K (n=38) | 41,534 Range 30-67K (n=24) |
| g) Counselor with M.S.W. | 38,780 Range 25-55K (n=31) | 42,228 Range 31-50K (n=13) | 43,735 Range 33-59K (n=12) |
| h) Counselor with BA | 25,000 (n=1) | n/a | 35,000 (n=1) |
| i) Psychiatrist/M.D. (annual salary) | 107,250 Range 100-120K (n=4) | 107,667 Range 90-126K (n=3) | 122,500 Range 103-145K (n=3) |
| j) Psychiatrist/M.D. (hourly rate) | 107.00 Range 60-200.00 (n=27) | 107.00 Range 80-150.00 (n=8) | 79.00 Range 67-100.00 (n=4) |
| k) Learning Skills Specialist | 38,786 Range 23-55K (n=7) | 37,000 Range 28-47K (n=3) | 37,000 (n=1) |
| l) Pre-Doctoral Intern | 16,312 Range 8-22K (n=59) | n/a | n/a |
| m) Post-Doctoral Intern | 22,474 Range 9-36K (n=25) | n/a | n/a |
| n) Other (e.g. AOD Coordinator, Researcher, Assessment Specialist, Health Educator) | 26,135 Range 9-41K (n=10) | 43,125 Range 30-62K (n=4) | n/a |
| | <u>10-12 years in position</u> | <u>13-15 years in position</u> | <u>15+ years in position</u> |
| a) Director | 70,306 Range 35-115K (n=30) | 68,835 Range 38-102K (n=17) | 78,589 Range 42-115K (n=72) |
| b) Training Director | 58,587 Range 39-90K (n=12) | 64,927 Range 48-78K (n=5) | 68,483 Range 50-91K (n=14) |
| c) Assistant or Associate Director | 54,807 Range 36-77K (n=17) | 61,885 Range 50-78K (n=5) | 63,247 Range 41-91K (n=26) |
| d) Counselor with Ph.D. | 51,596 Range 38-79K (n=39) | 59,308 Range 41-88K (n=17) | 61,650 Range 39-86K (n=43) |
| e) Counselor who is A.B.D. | 44,645 Range 36-55K (n=6) | 55,868 Range 45-67K (n=2) | 45,666 Range 30-60K (n=3) |
| f) Counselor with M.A. | 43,852 Range 34-71K (n=26) | 45,581 Range 39-54K (n=9) | 53,696 Range 30-72K (n=19) |
| g) Counselor with M.S.W. | 44,404 Range 32-72K (n=22) | 51,803 Range 43-70K (n=6) | 54,669 Range 41-73K (n=9) |
| h) Counselor with BA | n/a | n/a | n/a |
| i) Psychiatrist/M.D. (annual salary) | 110,483 Range 88-122K (n=3) | 102,333 Range 63-130K (n=3) | 104,250 Range 92-116K (n=4) |
| j) Psychiatrist/M.D. (hourly rate) | 160.00 Range 120-200.00 (n=2) | n/a | 72.00 Range 58-90.00 (n=4) |
| k) Learning Skills Specialist | 37,600 (n=1) | n/a | 51,829 Range 33-71K (n=5) |
| l) Pre-Doctoral Intern | n/a | n/a | n/a |
| m) Post-Doctoral Intern | n/a | n/a | n/a |
| n) Other | 55,536 Range 48-63K (n=2) | 40,000 (n=1) | n/a |

SALARY DATA BY SCHOOL SIZE

n=274

Size 1 (Under 2,500):

| | <u>1-3 years in position</u> | <u>4-6 years in position</u> | <u>7-9 years in position</u> |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
| a) Director | 48,830 Range 31-70K (n=10) | 50,080 Range 39-62K (n=5) | 60,016 Range 52-74K (n=5) |
| b) Training Director | n/a | n/a | n/a |
| c) Assistant or Associate Director | 44,667 Range 35-50K (n=3) | 43,515 Range 35-52K (n=3) | 39,000 (n=1) |
| d) Counselor with Ph.D. | 39,714 Range 32-47K (n=7) | 51,622 Range 43-60K (n=2) | n/a |
| e) Counselor who is A.B.D. | n/a | n/a | n/a |
| f) Counselor with M.A. | 30,100 Range 28-33K (n=3) | 33,925 Range 28-49K (n=7) | 38,667 Range 36-42K (n=3) |
| g) Counselor with M.S.W. | 39,580 Range 32-47K (n=5) | 42,118 Range 35-49K (n=2) | n/a |
| h) Counselor with BA | n/a | n/a | n/a |
| i) Psychiatrist/M.D. (annual salary) | n/a | n/a | n/a |
| j) Psychiatrist/M.D. (hourly rate) | 110.00 Range 95-125.00 (n=2) | 100.00 (n=1) | 67.00 (n=1) |
| k) Learning Skills Specialist | n/a | n/a | n/a |
| l) Pre-Doctoral Intern | n/a | n/a | n/a |
| m) Post-Doctoral Intern | n/a | n/a | n/a |
| n) Other (e.g. AOD Coordinator, Researcher, Assessment Specialist, Health Educator) | n/a | n/a | n/a |

| | <u>10-12 years in position</u> | <u>13-15 years in position</u> | <u>15+ years in position</u> |
|--------------------------------------|---------------------------------------|---------------------------------------|-------------------------------------|
| a) Director | 49,500 Range 35-78K (n=6) | 63,200 Range 38-80K (n=3) | 60,570 Range 46-74K (n=7) |
| b) Training Director | n/a | n/a | 50,200 (n=1) |
| c) Assistant or Associate Director | 37,000 Range 36-38K (n=2) | n/a | 46,968 (n=1) |
| d) Counselor with Ph.D. | n/a | n/a | 43,173 (n=1) |
| e) Counselor who is A.B.D. | n/a | n/a | n/a |
| f) Counselor with M.A. | 38,859 Range 36-42K (n=2) | 49,866 Range 46-54K (n=2) | 43,500 (n=1) |
| g) Counselor with M.S.W. | 35,500 Range 35-36K (n=1) | n/a | 73,000 (n=1) |
| h) Counselor with BA | n/a | n/a | n/a |
| i) Psychiatrist/M.D. (annual salary) | 121,000 (n=1) | n/a | n/a |
| j) Psychiatrist/M.D. (hourly rate) | n/a | n/a | 90.00 (n=1) |
| k) Learning Skills Specialist | n/a | n/a | n/a |
| l) Pre-Doctoral Intern | n/a | n/a | n/a |
| m) Post-Doctoral Intern | n/a | n/a | n/a |
| n) Other | n/a | n/a | n/a |

SALARY DATA

Size 2 (2,500 - 7,500):

| | <u>1-3 years in position</u> | <u>4-6 years in position</u> | <u>7-9 years in position</u> |
|---|--------------------------------|--------------------------------|------------------------------|
| a) Director | 57,464 Range 37-83K (n=17) | 65,790 Range 51-84K (n=12) | 56,958 Range 45-69K (n=10) |
| b) Training Director | 45,933 Range 43-50K (n=3) | 54,750 Range 42-71K (n=4) | 55,500 Range 48-63K (n=2) |
| c) Assistant or Associate Director | 44,125 Range 34-54K (n=4) | 48,057 Range 38-64K (n=7) | 50,875 Range 47-55K (n=4) |
| d) Counselor with Ph.D. | 43,000 Range 30-59K (n=22) | 49,754 Range 38-64K (n=13) | 54,746 Range 44-90K (n=7) |
| e) Counselor who is A.B.D. | 36,517 Range 32-44K (n=5) | 49,762 Range 36-64K (n=2) | n/a |
| f) Counselor with M.A. | 34,516 Range 26-45K (n=15) | 36,190 Range 32-45K (n=12) | 41,076 Range 30-50K (n=7) |
| g) Counselor with M.S.W. | 38,400 Range 33-55K (n=5) | 40,200 Range 31-47K (n=3) | 44,750 Range 35-59K (n=4) |
| h) Counselor with BA | n/a | n/a | 35,000 (n=1) |
| i) Psychiatrist/M.D. (annual salary) | n/a | n/a | n/a |
| j) Psychiatrist/M.D. (hourly rate) | 109.00 Range 75-150.00 (n=10) | 87.00 Range 84-90.00 (n=2) | n/a |
| k) Learning Skills Specialist | 23,000 (n=1) | 41,500 Range 36-47K (n=2) | n/a |
| l) Pre-Doctoral Intern | 16,133 Range 8-21K (n=9) | n/a | n/a |
| m) Post-Doctoral Intern | 20,866 Range 9-25K (6) | n/a | n/a |
| n) Other (e.g. AOD Coordinator, Researcher, Assessment Specialist, Health Educator) | 27,625 Range 9-41K (n=4) | 46,000 Range 30-62K (n=2) | n/a |
| | <u>10-12 years in position</u> | <u>13-15 years in position</u> | <u>15+ years in position</u> |
| a) Director | 71,344 Range 53-91K (n=9) | 70,420 Range 43-102K (n=10) | 76,066 Range 42-115K (n=19) |
| b) Training Director | 69,880 Range 58-90K (n=3) | 63,000 Range 48-78K (n=2) | 55,359 (n=1) |
| c) Assistant or Associate Director | 56,887 Range 45-77K (n=5) | n/a | 58,147 Range 41-79K (n=5) |
| d) Counselor with Ph.D. | 47,130 Range 38-55K (n=8) | 88,000 (n=1) | 57,806 Range 52-65K (n=5) |
| e) Counselor who is A.B.D. | 36,762 Range 36-38K (n=2) | 67,236 (n=1) | n/a |
| f) Counselor with M.A. | 43,002 Range 35-71K (n=8) | 42,000 Range 40-44K (n=2) | 53,467 Range 47-57K (n=3) |
| g) Counselor with M.S.W. | 41,695 Range 37-47K (n=4) | 70,000 (n=1) | 41,249 (n=1) |
| h) Counselor with BA | n/a | n/a | n/a |
| i) Psychiatrist/M.D. (annual salary) | n/a | 63,000 (n=1) | n/a |
| j) Psychiatrist/M.D. (hourly rate) | n/a | n/a | 58.00 (n=1) |
| k) Learning Skills Specialist | 37,600 (n=1) | n/a | n/a |
| l) Pre-Doctoral Intern | n/a | n/a | n/a |
| m) Post-Doctoral Intern | n/a | n/a | n/a |
| n) Other | n/a | 40,000 (n=1) | n/a |

SALARY DATA**Size 3 (7,500 - 15,000):**

| | <u>1-3 years in position</u> | <u>4-6 years in position</u> | <u>7-9 years in position</u> |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
| a) Director | 63,938 Range 38-86K (n=18) | 70,272 Range 53-110K (n=11) | 66,375 Range 53-74K (n=2) |
| b) Training Director | 46,700 Range 42-59K (n=5) | 44,605 Range 41-50K (n=4) | 62,975 (n=1) |
| c) Assistant or Associate Director | 47,857 Range 35-62K (n=7) | 49,602 Range 42-67K (n=5) | 51,530 Range 41-61K (n=3) |
| d) Counselor with Ph.D. | 41,185 Range 33-55K (n=24) | 45,102 Range 38-58K (n=15) | 51,531 Range 40-70K (n=9) |
| e) Counselor who is A.B.D. | 38,000 Range 37-39K (n=2) | n/a | n/a |
| f) Counselor with M.A. | 33,589 Range 27-40K (n=8) | 40,003 Range 31-55K (n=10) | 37,752 Range 32-45K (n=4) |
| g) Counselor with M.S.W. | 40,500 Range 36-46K (n=5) | 45,617 Range 41-49K (n=3) | 41,913 Range 35-54K (n=4) |
| h) Counselor with BA | 25,000 (n=1) | n/a | n/a |
| i) Psychiatrist/M.D. (annual salary) | 105,000 (n=1) | 107,000 (n=1) | n/a |
| j) Psychiatrist/M.D. (hourly rate) | 120.00 Range 78-200.00 (n=6) | 115.00 Range 80-150.00 (n=2) | 100.00 (n=1) |
| k) Learning Skills Specialist | 45,000 (n=1) | n/a | n/a |
| l) Pre-Doctoral Intern | 14,994 Range 8-18K (n=11) | n/a | n/a |
| m) Post-Doctoral Intern | 20,875 Range 16-23K (n=6) | n/a | n/a |
| n) Other (e.g. AOD Coordinator, Researcher, Assessment Specialist, Health Educator) | 20,800 Range 10-32K (n=2) | n/a | n/a |

| | <u>10-12 years in position</u> | <u>13-15 years in position</u> | <u>15+ years in position</u> |
|--------------------------------------|---------------------------------------|---------------------------------------|-------------------------------------|
| a) Director | 68,775 Range 46-91K (n=6) | 69,700 Range 60-79K (n=2) | 75,676 Range 45-101K (n=9) |
| b) Training Director | 51,700 (n=1) | n/a | 72,700 Range 60-85K (n=2) |
| c) Assistant or Associate Director | 53,914 Range 48-61K (n=3) | n/a | 61,633 Range 50-78K (n=6) |
| d) Counselor with Ph.D. | 49,423 Range 39-72K (n=12) | 54,417 Range 41-71K (n=3) | 61,939 Range 42-81K (n=8) |
| e) Counselor who is A.B.D. | 48,808 Range 43-55K (n=2) | n/a | n/a |
| f) Counselor with M.A. | 40,063 Range 34-47K (n=6) | 42,750 Range 41-45K (n=2) | 55,853 Range 42-69K (n=6) |
| g) Counselor with M.S.W. | 35,667 Range 32-38K (n=3) | 43,500 (n=1) | n/a |
| h) Counselor with BA | n/a | n/a | n/a |
| i) Psychiatrist/M.D. (annual salary) | n/a | n/a | n/a |
| j) Psychiatrist/M.D. (hourly rate) | n/a | n/a | n/a |
| k) Learning Skills Specialist | n/a | n/a | 37,900 (n=1) |
| l) Pre-Doctoral Intern | n/a | n/a | n/a |
| m) Post-Doctoral Intern | n/a | n/a | n/a |
| n) Other | n/a | n/a | n/a |

SALARY DATA

Size 4 (Over 15,000):

| | <u>1-3 years in position</u> | <u>4-6 years in position</u> | <u>7-9 years in position</u> |
|---|--------------------------------|--------------------------------|------------------------------|
| a) Director | 69,921 Range 40-92K (n=18) | 75,000 Range 47-94K (n=10) | 76,415 Range 60-93K (n=9) |
| b) Training Director | 52,770 Range 35-64K (n=12) | 52,829 Range 43-64K (n=14) | 56,481 Range 47-75K (n=7) |
| c) Assistant or Associate Director | 52,653 Range 30-78K (n=14) | 52,385 Range 35-62K (n=14) | 53,628 Range 45-69K (n=9) |
| d) Counselor with Ph.D. | 42,473 Range 32-65K (n=54) | 45,754 Range 36-71K (n=30) | 51,976 Range 41-75K (n=26) |
| e) Counselor who is A.B.D. | 36,587 Range 29-44K (n=6) | 37,416 (n=1) | 37,000 (n=1) |
| f) Counselor with M.A. | 36,091 Range 30-55K (n=18) | 37,304 Range 31-52K (n=9) | 44,228 Range 30-67K (n=10) |
| g) Counselor with M.S.W. | 38,111 Range 25-53K (n=16) | 41,456 Range 32-47K (n=5) | 44,541 Range 33-55K (n=4) |
| h) Counselor with BA | n/a | n/a | n/a |
| i) Psychiatrist/M.D. (annual salary) | 108,000 Range 100-120K (n=3) | 108,000 Range 90-126K (n=2) | 122,500 Range 103-145K (n=3) |
| j) Psychiatrist/M.D. (hourly rate) | 96.00 Range 60-150.00 (n=9) | 117.00 Range 110-120.00 (n=3) | 75.00 Range 70-80.00 (n=2) |
| k) Learning Skills Specialist | 40,700 Range 28-55K (n=5) | 28,000 (n=1) | 37,000 (n=1) |
| l) Pre-Doctoral Intern | 16,725 Range 9-22K (n=39) | n/a | n/a |
| m) Post-Doctoral Intern | 23,954 Range 15-36K (n=13) | n/a | n/a |
| n) Other (e.g. AOD Coordinator, Researcher, Assessment Specialist, Health Educator) | 27,315 Range 15-37K (n= 5) | 40,250 Range 36-45K (n=2) | n/a |
| | <u>10-12 years in position</u> | <u>13-15 years in position</u> | <u>15+ years in position</u> |
| a) Director | 84,160 Range 69-115K (n=9) | 68,500 Range 67-70K (n=2) | 84,002 Range 52-111K (n=37) |
| b) Training Director | 55,212 Range 39-75K (n=8) | 66,212 Range 61-70K (n=3) | 70,781 Range 53-91K (n=10) |
| c) Assistant or Associate Director | 58,782 Range 46-75K (n=7) | 61,885 Range 50-78K (n=5) | 66,924 Range 54-91K (n=14) |
| d) Counselor with Ph.D. | 54,849 Range 44-79K (n=19) | 58,230 Range 46-81K (n=13) | 62,872 Range 39-86K (n=29) |
| e) Counselor who is A.B.D. | 48,364 Range 43-54K (n=2) | 44,500 (n=1) | 45,667 Range 30-60K (n=3) |
| f) Counselor with M.A. | 47,805 Range 39-70K (n=10) | 47,000 Range 39-52K (n=3) | 53,468 Range 30-72K (n=9) |
| g) Counselor with M.S.W. | 48,623 Range 31-72K (n=13) | 49,329 Range 43-60K (n=4) | 53,968 Range 44-68K (n=7) |
| h) Counselor with BA | n/a | n/a | n/a |
| i) Psychiatrist/M.D. (annual salary) | 105,224 Range 88-122 K (n=2) | 122,000 Range 114-130K (n=2) | 104,250 Range 92-116K (n=4) |
| j) Psychiatrist/M.D. (hourly rate) | 160.00 Range 120-200.00 (n=2) | n/a | 69.00 Range 63-75.00 (n=2) |
| k) Learning Skills Specialist | n/a | n/a | 55,311 Range 33-71K (n=4) |
| l) Pre-Doctoral Intern | n/a | n/a | n/a |
| m) Post-Doctoral Intern | n/a | n/a | n/a |
| n) Other | 55,536 Range 48-63K (n=2) | n/a | n/a |

APPENDIX D

Examples of Innovative Programs

(Question #81)

Programs listed with ID numbers for networking purposes. See directory to identify Centers.

Academic Enhancement

- 15 "Models are People" Fashion Show: Highlights student achievement.
- 50 Smart Start: A specially designed program for new students; Peer Mentor Programs-specially designed to help students with academic and personal success.
- 61 Videotape: Developed an interactional component that is used to promote the successful transition of new college students.
- 71 P.A.S.S.: Series of workshops that combine motivation/values with time/stress management education.
- 76 Academic Skills Certificate Program: Includes study skill workshops and audio visual materials to help improve study habits; for students who are on academic probation, referred by academic deans.
- 84 Preceptive Counseling Assessment: A service for students with legal and disciplinary problems.
- 200 SMART (Students Making a Right Turn): A contractual academic/personal counseling program to help 'at risk' (academically); students contract to meet with one of 5 areas: career, psych., advising, testing, learning support.
- 245 TRY/WHY: Website based study skills program; site has had 50,000 hits in 2.5 years.

Therapeutic

- 158 Behavioral Management Group: Provides support and strategies for members.
- 241 Sand Tray: A grant this year funded a person trained in sand tray (a form of expressive therapy)
- 247 Yoga and Massage: Provision of yoga as indirect treatment for eating disorders and anxiety disorders; massage therapy for stress and other disorders.
- 250 Service Delivery: Integrated counseling into 3 different areas: Student Health Services, Career Services, & Academic Success Center.

Outreach

- 145 Outreach Programming: All graduate assistant/trainees assume responsibility for contacting key members of each campus area (student affairs, residential life, student activities/student union, greek affairs, athletics and faculty) to jointly develop strategies for providing outreach. Programming includes psychoeducational topics and brief "marketing presentations" for UCC services and takes place in classes, faculty meetings and athletic orientation sessions.

Psychoeducational

- 103 Book Club: Collaborated with Health Ed. Dept. with health promotions; books on topics such as eating disorders, depression, ect.
- 193 Invitation Response: Model where the programs are requested by students/staff/faculty and implemented at the host unit's facility with excellent results.

Peer Education

- Blacksburg*
- 1 HIV/AIDS Peer Education Program: A collaborative effort with Student Health Services Dept.
- 15 Mentor Grant: Received grant to train college students to mentor adolescents who have been sexually abused.
- 38 Peer Educators Health Education Class: Center participated in presentation (1credit).
- 99 Student Speakers Bureau: Students trained through required 3 cr. course entitle dynamics of peer leadership-14 students selected, small stipend, students make presentations on crucial topics for college students, also integral part of freshmen orientation.
- 171 TECH Pride: A program designed to foster freshmen retention with peer mentors.
- 199 Leadership Seminar: Available to freshmen during intersession, offered in conjunction with office of student activities; students receive invitation based on honors level GPA or nomination by faculty staff or other students.
- Program*
- 201 Counseling Outreach Peer Educators: Undergraduate group advocates Center services and support at outreach events.

Drug and Alcohol

- 20 Portable Breathalyzers: Used to support social norming campaign.
- 38 Choices and Consequences: Grant-funded collaboration with Health Services to present psychoeducational/Social Programs with athletes and coaches on Alcohol prevention
- 171 ADAPT: A program to address alcohol and drug use.

Eating Disorders/Body Image

- 42 Diet No More: Nurse and psychologist work together with women on how to eat healthy and lose weight- Didactic and group approach-very well attended.
- 72 FSU Eating Disorder Team (EDT): An innovative multidisciplinary program that is coordinated by an SCC staff member; links the valuable resources of the student health center with the counseling center to more effectively address the issues of students with eating disorders; also offers informative outreach programs and consulting services to university clinicians.

Health / Wellness

- R. In*
- 135 Link Program: Interns provide one-on-one support to a member of residence life staff for the year and Wellness Center; counselors and interns provide stress management training, biofeedback, reiki, massage (RN on staff) and wellness assessment..
- 146 Celebrating Yourself: Four hour campus-wide program combines elements of health fair with practical information on nurturing yourself.
- 244 Husky Pause: Break room during finals just for students-cartoons, coloring puzzles, Twister, games, art projects, Legos, tinker toys, checker/chess, daily newspaper.

Athletics

- 241 We had a small grant for a sports psychology performance enhancement consultant who trains and supervises staff for specific referrals from coaches, ect.

Diversity/ Multicultural

- 256 Black Men/White Men: Breaking Down Barriers-year long inter-racial discussion group which also engages in community service and campus outreach around issues of racism.
- 72 FSU Safe Zone Program: Sponsored and administered by the SCC since 1997 to offer lesbian, gay, bisexual and transgendered (LGBT) students a subtle way to identify supportive faculty, staff, administrators and students in the University community. More than 325 faculty, staff and students are now members of Safe Zone. Members agree to display a safe Zone symbol in their workplaces, attend meetings and training related to key issues and available resources for the LGBT community.
- 127 Building Community Learning Groups: Developed for incoming graduate students of School of Business. Approximately half of the class is comprised of international students (nearly 100). Two-hour program helped to develop networks among entering class for social and academic support.

Faculty/Staff Development

- 60 Morale Counselor of the Month: Staff member is responsible for keeping spirits up; different staff members have taken it in different directions depending on their priorities and talents (e.g., food, humor, small gifts of appreciation).
- 62 We've Got Your Classes Covered: A service that offers workshops, lectures, etc. to cover faculty absences due to illness, conference attendance.

Community

- 31 Community Leadership Training: 3-day program for students and staff.
- 37 Luncheon Meeting: Hosted early in fall semester for community therapists to inform them of community referral options and cc services
- 104 Community Providers Breakfast: In an effort to build relationships with mental health service providers in the community, 25 members of local private practitioners, agencies, clinics and hospitals were invited for collegial exchange of information. Tremendous benefits resulted in the expedition of the Center's referral process and community resource utilization for students.
- 170 National Depression Screening Day: Center has become a major site in the city and has referred many for counseling and psychiatric help.

Office Management

- 126 Palm Pilot Technology: Implemented to administer/score the OQ45; great results and good outcome data.

Handwritten note:
 170

The following pages contain directories to assist you in matching counseling centers with their identification numbers. Beginning on this page is an alphabetical listing by last name of all counseling center directors. On the following pages is a list that is organized alphabetically by institution name. Some institutions whose surveys were not included in the data analysis can be found at the end of that list.

ALPHABETIZED LISTING OF PARTICIPANTS 2001-Name follows directory number.

| | | | | | |
|-----|----------------------|-----|-------------------------|-----|----------------------------|
| 59 | Abbruzzese, John A. | 46 | Christiansen, M. Dennis | 19 | Fygetakis, Leah |
| 111 | Alishio, Kip C. | 200 | Cogdal, Pamela A. | 160 | Garni, Ken |
| 229 | Anton, William D. | 147 | Coniglio, Connie | 104 | Geary, Collete A. |
| 38 | Arce, Elsa | 123 | Cook, Colleen M. | 157 | Gibson, Ann E. |
| 163 | Atkins, Pam | 88 | Cook, Bruce D. | 238 | Glash, Kathleen |
| 23 | Axelroth, Elie | 265 | Coons, John | 122 | Gleason, Paul J. |
| 138 | Azar, James A. | 252 | Cooper, Stewart | 171 | Gordhammer, Rolf |
| 130 | Backels, Steve | 97 | Cortes, Mary | 114 | Gordon, Michael |
| 20 | Baker, Raymond C. | 105 | Cotrone, Dan J. | 24 | Graham, Donald |
| 108 | Baker, Ted | 233 | Coughenour, Russ | 50 | Graub, Sup-Mei |
| 62 | Barclay, Rosalyn | 208 | Cowardin-Bach, Anne | 117 | Grayson, Paul |
| 206 | Barkis, Marita | 248 | Craig, Donald H. | 264 | Greer, Richard M. |
| 55 | Barrow, John | 221 | Crary, Penny | 183 | Greer, Eldridge |
| 158 | Becker, Ronald | 212 | Cross, David M. J. | 99 | Griffin, Linda D. |
| 144 | Behen, Joseph | 258 | Crusoe, Jack | 152 | Groom, Janet c. |
| 95 | Birky, Ian | 205 | Dakin, Susannah | 179 | Handy, Lee |
| 185 | Bishop, John | 12 | Danchise, Roger | 156 | Hardin, Barbara |
| 31 | Blasband, David | 48 | Davidshofer, Charles O. | 182 | Harman, Robert |
| 128 | Bob, Sheila R. | 74 | Deakin, Spencer | 16 | Harrar, William R. |
| 194 | Bolin-Reece, Mary C. | 68 | DeHart, Linda | 112 | Harris, Jr., Harold J. |
| 41 | Bolland, Herbert R. | 77 | DePalma, Diane M. | 1 | Harris-Jolly, Stephanie R. |
| 227 | Bowersock, Roger B. | 143 | DePauw, Mary E. | 118 | Hattauer, Edward A. |
| 197 | Boyd, Vivian S. | 175 | Deschenes, Paul | 32 | Hatton, John |
| 239 | Brian, Tom | 217 | DiNuzzo, Theresa M. | 53 | Hayes, Denise |
| 256 | Brounck, Thomas M. | 9 | Donn, Patsy A. | 203 | Haynes, Harriet Copher |
| 187 | Brown, Steve D. | 139 | Dore, Patricia | 129 | Heitzmann, Dennis |
| 110 | Bruce-Sanford, Gail | 100 | Doyle, Michael | 101 | Hermes, Joseph |
| 257 | Brummels, Lin | 15 | Droz, Elizabeth | 133 | Hershbelle, Anne |
| 47 | Brummett, Ron | 10 | Dullutri, Alexandra | 107 | Hinand, Gail |
| 166 | Brynes, Anne | 84 | Dutro, Kenneth R. | 204 | Hockert, Gail |
| 65 | Bucell, Michael | 215 | Edwards, John A. | 119 | Hollingsworth, Kathy |
| 87 | Buckles, Nancy B. | 146 | Ehrenworth, Jonathan | 246 | Holmes, James R. |
| 75 | Buhrow, Bill | 5 | Erickson, M. Lloyd | 219 | Holmes, Robin |
| 124 | Burks, Suzanne M. | 51 | Erskine, Charlene | 224 | Hopkins, Warren P. |
| 198 | Burmester, Carrie | 213 | Everhart, Deborah | 266 | Horn, Rita |
| 154 | Burns, William | 243 | Federman, Russ | 170 | Hyde-Perry, Fannie |
| 181 | Camarillo, Max J. | 113 | Feeney, Elizabeth | 141 | Hynes, M. Jean |
| 223 | Campbell, James F. | 177 | Fellerath, John T. | 222 | Irish-Zelener, Susan |
| 136 | Cann, Laura | 259 | Ferrari, Nancy | 116 | Irvine, John |
| 236 | Cannici, James | 269 | Ferrell, Donald | 73 | John, Kenneth B. |
| 237 | Canavan, Margaret | 267 | Fickel, Spencer | 196 | Johnson, Douglas |
| 64 | Carella, Joseph D. | 72 | Fields, Anika C. | 79 | Jones, William H. |
| 34 | Carlson, Cathy | 57 | Fox, Mourning | 69 | Jurgela, Linda |
| 142 | Chandler, David | 115 | Frank, Edith | 155 | Kafka, Eric |
| 21 | Chapman, Ronald K. | 199 | Frizzell, D. Christine | 201 | Kahn, Malcolm |
| 135 | Christian, Carole | 94 | Fuchs, Kathleen F. | 165 | Kaufman, Robin |

82 Kazin, Robert
 28 Kemmerling, Robert G.
 234 King, Andrew B.
 230 King, Bradford D.
 204 Koshork, Lori
 8 Krieger, Mark E.
 35 Krlowicz, Brian
 211 Langevin, John A.
 140 LaRossa, Virginia
 83 Lastoria, Michael
 134 Lavin, Thomas J.
 192 Lees, Robert B.
 216 Lennon, Christine M.
 173 LeViness, Peter O.
 67 Levinson, Tamar
 93 Light, Randall
 4 Lipson, Abigail
 169 Long, Larry
 189 Lucas, Sue W.
 29 Luke, Equilla
 40 Mack, Delores E.
 49 Mallisham, Ivy J.
 188 Mancini, Bruno
 272 Marion, David J.
 178 Marsh, Kenneth
 13 Marshall, Jennifer
 176 Martin, Juanita K.
 131 McCaffrey, Elizabeth
 247 McGrath, Bob
 18 McGuinness, Thomas P.
 228 McKinstry, Diane L.
 45 McLeod, Mary Ann
 162 McSweeney, Colleen B.
 70 Mednick, David
 249 Meyer, Roger
 235 Meyers, Howard
 137 Mikinski, Tamara Coder
 274 Miller, Kenneth L.
 70 Mills, Alice
 90 Mond, Michael
 190 Morris, Jim
 27 Morton, W. Edward
 184 Mueller, Steven D.
 98 Mundell, Debi
 14 Murray, Robert P.
 271 Nance, Don

54 Nelms, Ann
 121 Nelson, Lynn
 56 Nelson, John E.
 91 Newton, Fred B.
 153 Nicholls, Greg
 17 Nicholson, Jim
 71 Nowell, Cheryl S.
 244 Olona, Maggie
 60 Onestak, David
 81 Pace, Diana
 11 Pack, Glenn
 78 Parker, Thomas A.
 210 Parker, Lois J.
 36 Parkhurst, John C.
 270 Parnes, Jane C.
 242 Parsons, Joseph
 3 Perkins, Robert J.
 25 Perry, W. Ronald
 151 Peterson, Marvin
 22 Phillips, William
 66 Piscitelli, Beverly V.
 2 Pollard, Norman J.
 6 Pollock, Fran
 209 Portnoy, Robert N.
 92 Price, Judith Putzel
 159 Price, Neal
 180 Prince, Jeffery P.
 174 Pruett, Harold
 63 Quackenbush, Robert
 268 Quincy, Barbara I.
 52 Ramirez, Mark
 168 Ramirez, David E.
 273 Rando, Robert A.
 37 Rapaport, Ross J.
 127 Raskin, Richard H.
 80 Reed, Jeannine
 250 Reilly-Myklebust, Alice
 186 Resnick, Jaquelyn Lisa
 263 Ritchie, John
 76 Roberts, Ralph
 231 Rockett, Jeri
 58 Roeder, Lynn M.
 172 Rosen, Don
 145 Rosenthal, Eric
 120 Ross, Charles
 103 Rueff, Ted

7 Russell, Vern
 126 Sanderson, Rebecca A.
 241 Schepp, Kay Frances
 86 Schermer, Michael
 96 Schneider, John R.
 255 Schubert, Marianne
 225 Schwartz, Allan J.
 161 Scott, Kathleen J.
 191 Seals, Tom
 109 Shaw, Darlene
 253 Sieveking, Nicholas
 232 Signorello, Rose
 207 Simono, Ronald B.
 30 Siversten, Wiggys
 261 Skinner, Denese
 167 Snodgrass, Gregory
 260 Southwick, Richard
 89 Spano, David B.
 149 St. John, Judy
 26 St. Peter, Shirley
 193 Stone, Gerald
 251 Swain, Robin
 150 Terrell, Thomas
 226 Thomas, Barbara
 164 Thomas, Susan
 125 Thompson, Lenora H.
 43 Thompson, Mark D.
 39 Tieman, Anita R.
 202 Tirado, Mildred C.
 148 Tooley, Lois
 102 Torresdal, Pamela C.
 218 Towle, David
 44 Vinson, Michael
 106 Wagar, Barbara J.
 214 Wagner-Adams, Carol
 61 Walker, Jen Colvin
 254 Warren, Brian E.
 55 Webb, Libby
 240 Weigel, Richard G.
 245 Williams, John L.
 220 Williams-Quinlan, Susan
 33 Wolthuis, Randy
 42 Yates, Richard I.
 85 Yoken, Carol
 262 Yuva, Catherine

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- | | | |
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